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AirFacts.

"WHAT HAS
DRIVEN US FOR
OVER 40 YEARS
NOW BRINGS US
TO CREATING
SOLUTIONS FOR
THE FUTURE."

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LOOKING BACK ON A TURBULENT YEAR



The year 2020 has brought the world an immense challenge. As you know, Airpack generally embraces a challenge, but this year, even our company has been confronted with situations we have never encountered before.

The pandemic has lead countries to close their borders, governments to impose measures on companies and citizens, and health care staff to work inexhaustibly during the waves of increased patient hospitalization. Similar to many other companies in the world, this affected us as well.

Imposed measures forced us to drastically reduce our 'live' client contact. Meetings abroad and trade shows were canceled. We took in-company measures to proceed with our work. In the workplace, keeping a 1.5 meters distance generally works well. In some situations, wearing protective face masks or shields are required. The office staff works from home as much as possible. We found that people have a much larger digital agility than we first assumed.

We are proud of the projects the Airpack team has realized this year and the way people have adapted. We are thankful that employees who work together every day share the intrinsic motivation to create high-quality solutions. Products that can be integrated into existing or newly built installations for the oil and gas industry and that meet our three promises: under all circumstances, according to customer specifications, and 100% reliability worldwide.

With this magazine, we try to give you insight into how we operate. What principles we value and how our teams work together. We reflect on the past a little to provide you with an impression of how it brought us to 2020. And how we see the future.

We hope the articles will show you how thankful we are for the business relations we have with our clients, suppliers, and agents from all over the world.

If you have the opportunity to tell us what you think about this magazine, we look forward to receiving your reaction. For now, enjoy!

Mr. Piet Warnar (President)
Ms. Petra Warnar (Vice President)

WHERE DOES AIRPACK STAND IN 2020?

People from the Province of Zeeland, where Zierikzee is located, are known for their down-to-earth mentality and soberminded attitudes. Men and women from Zeeland do not brag, and we are not recognized as monopolizing a conversation. Instead, we tend to weigh our chances and act unpretentiously.

Yet, when a completed and client approved package leaves our production facility, staff members feel a strong sense of pride. From welders and electricians to engineers and management. Because we know that the product is sound, tried and tested, and it will benefit the client's production process. And

maybe because this finished package represents our aim of being innovative in the industry and delivering the highest possible quality.

When our project team got together for a kick-off meeting with the creative agency to discuss the contents of this magazine, they advised us to give readers closer insight into Airpack as a company. How do we operate? What drives us? And what makes us proud? These details are hardly ever highlighted during a sales meeting or FAT (Factory Acceptance Test), but do show what keeps us motivated in helping you, our clients. So, here we go.



Airpack's history

From pioneering to a sound reputation

When we started over 40 years ago, we were glad when a company asked us for a quotation. Now, we analyze a quotation request carefully before calculating our offer. That means we need to know upfront whether our client requires series production or a specialized package. With our knowledge and experience, we understand our scope. By sticking to it, we are confident we can meet our promises for all the projects we accept. What else has changed over the last 40 years?



The office where Airpack started.



Quality control

The pioneering days in the oil and gas industry have led to numerous successes and prosperity. Yet, quality control has become more stringent to keep the industry safe. As a result, product documentation has increased significantly. For us, this means meeting strict requirements during the engineering, production, testing, and documentation phase. In this magazine, several articles explain how we operate today.

Climates

From engineering packages for desert climates to adapting designs for arctic temperatures, offshore, and operation in hazardous environments. Not only for quality control but also for functionality, we test and verify everything; documents, steel alloys, valves, flanges, gauges, transmitters, welding connections, etc. Under the auspices of inspection agencies, the FAT (Factory Acceptance Test) is the final inhouse test of the entire installation before we prepare shipping to the destination. Once the package has been connected to the client's installation, the ultimate test takes place. Our commissioning engineers have kept a journal of one of these on-site testing procedures. You can find it on page 22. Read more about the various packages engineered for some of the harshest circumstances on page 8.



Multicultural

From working with an entire Dutch team to working with a multicultural team. In the early years, being a small company, one person fulfilled multiple roles, for instance, quality control, technical, and economic aspects. Now, we form teams to service clients in the best possible way. We have changed from a task-oriented organization into a company with staff taking on responsibility and an intrinsic need to construct a product that works in the field. As some positions are difficult to fill, we place our job vacancies on international platforms, and we offer apprenticeships to students from abroad. On page 26, you can read about some of their experiences with our company.

Agents

Multiculturalism also applies to the agents we cooperate with. Our selling market is spread across the world. So, from working out of the Zierikzee office solely, today we are thankful for the agents who help us find our way in their region and understand the cultural differences. This enables us to adapt accordingly.

Knowledge

From merely gaining knowledge by understanding how the industry works, keeping ourselves updated on technical innovations, and maintaining close contact with clients, we feel that we are now in a position to give back to society. One of our spearheads is to share knowledge, both in the production hall and during the engineering process. Discover how we do that on page 18.

Also, safety, sustainability, independence, and self-supportiveness cannot be considered individual concepts at Airpack today. We believe they are intertwined in our entire operation, and we have dedicated several articles about these subjects.



UNDER ALL CIRCUMSTANCES

It started with an idea in 1978 and led to one of our three-dimensional promises of today; engineering packages for operation under all circumstances. Initially, engineering and building turnkey installations was considered too divergent from the mainstream construction methods of the time. Yet, Airpack's founder Piet Warnar felt strong about its potential. During his time living in and working from the Middle East, he gained insights into a more pragmatic operation for the oil and gas industry. Instead of assembling compressors in a remote desert with hardly any facilities available, connecting various parts in a conditioned environment and shipping it after its completion brought only advantages.

Climates

Today, the arid zone is only one of the extreme climates where Airpack packages are being installed. Installations need to withstand extreme heat, up to 60 degrees Celsius, and ferocious sand storms. As the temperatures rise every year, the compressors require bigger coolers to cool the air. Subsequently, the membranes to filter out the sand from the desert air need to be larger. This poses a challenge for our engineering team, trying to maintain the skid dimensions as small as possible while fitting larger components.

Totally contrasting is the arctic climate. Not sand and heat, but snow and cold are influences to take into consideration. We need to customize the layout of the skid's interior. For instance, components for drawing fresh air need to be placed at about 3 meters high. After a heavy storm, the installation could be snowed in. Materials and welding methods used to compose the installation need to withstand severe frost and remain in operation under the harshest of circumstances. For maintenance purposes, enough room to maneuver inside enables the mechanics to access every part of the installation.



Between the range of high and low temperatures, humidity, and salty air on offshore sites also significantly impact the restrictions of a compressor, dryer, nitrogen generator, or combined package. Our focus lies in corrosion prevention, so we use components manufactured from stainless steel alloys and superior coatings for this application. For a drilling platform where every centimeter counts and an installation needs to be placed on the rig's outer edge, we engineer a skid with an opening on one side only.

Circumstances

Besides considering climates, the location may pose even more significant challenges. A few examples of engineering specialties include:

- We can apply a horizontal piston compressor for a higher compressor ratio and special air inlet filters in elevated areas with thin atmospheric air conditions.
- In earthquake risk areas, we can install vibration monitor modules and shock pulse measurement systems.
- In corrosive environments, your installation can be provided with special inlet filters (also for sulfurous environments), C5M-coating, and PVC-coated tubing.
- Explosion-proof equipment, such as Ex'd' panel with Ex'e' junction box, Ex'i' transmitters, and Ex'n' certified e-motor can be installed in hazardous areas.

"Whereas the packages for desert areas are constructed with an open frame, installations for arctic destinations require thick isolated walls and a heating device to keep the components running. Temperatures of minus 48 degrees Celsius call for different materials and layout than temperatures of plus 60 degrees Celsius."

Ramon Dorreman and Joey Luitwieler

INDEPENDENCY AND BEING SELF-SUPPORTING MAKE OUR BOAT GO FASTER

Ben Hunt Davis is a former rower of the British men's eight crew. He won a gold medal at the Sydney Olympics thanks to a simple but effective strategy. After a disappointing result in the previous Olympics, Ben and his team decided to alter their focus. They agreed to do everything needed to get them in the direction they wanted to head: winning the gold medal. If the crew and coaches had not changed their approach and kept doing what they had done before, winning that first place would have remained a mere dream.

So, in preparation for the world's largest sports event in 2000, for every single planned action, they committed themselves to ask the question: Will it make the boat go faster? If the answer was yes, they kept on doing it. If the answer was no, they stopped doing it. It provided them insight into what actually worked and gave them room to develop new tactics for failed efforts.

This concept applies not only to sports but also to business. At Airpack, we use a similar approach that leads to our independence and self-support.

Independence

From the beginning, Airpack has chosen not to commit to any suppliers or subcontractors. This means that we can decide to purchase materials, equipment, parts, and services that we feel meet our quality requirements for every single product we engineer. It is our belief that clients deserve the best options for their package, every single time. By refraining from committing ourselves to brands or holding contracts with suppliers, we can guarantee our sincerest efforts of applying only the best suitable options.

Self-supporting

Aside from keeping our independence, deciding on incorporating production activities that we outsourced in the past actually did make our boat go faster. In our case and as our experience and knowledge grew, adding procedures to the self-supporting approach did just that. During the past years, we have carefully chosen to acquire knowledge and skills as well as equipment to expand our in-house production facilities.



One of the examples is load testing. The load testing procedure establishes the calculated strength of the skid and lifting frame. In nearly every project, the contract stipulates the presence of an inspector to verify the correct execution. By having all the facilities in-house and testing ourselves, we can directly plan the load test and communicate with the client or inspection agency.

PMI (Positive Material Identification), or OES (Optical Emission Spectroscopy; the method we apply), confirms the exact chemical composition of a certain material or part. For instance, a particular stainless steel alloy or welding procedure. Based on this test method, we can draw up certificates for verification and inspection purposes. More importantly, it provides us with the prerequisite guarantee that materials and parts used meet a specific non-corrosion specification or require a specific welding procedure.

A flow bench enables us to dry run a completed package section. This equipment generates pressure to verify the flow, after which we can ascertain that every valve works according to plan. Other in-house testing procedures include hydro testing, paint thickness testing, and non-destructive testing for materials used under extreme circumstances.

Even the choice for engraving tags ourselves adds to the flexibility and accuracy of our full-service. The effect of such an engraving machine may appear to be minor. Still, it means less waiting time than when we would outsource it to sub-suppliers, fewer errors due to short communication lines, and quick actions when alterations are required.

Customized engineering requires customized testing

Customized products require an increased variety of tests and more frequent testing of parts, materials, and, in the final stage, the entire installation. To guarantee our quality standard, the package's safety, and enabling us to draw up all the required certificates and documentation, having the capacity to test in-house helps us work more quickly and flexibly.

We continuously consider each aspect of our independence and self-supportiveness. If we feel in-house activities increase quality, save us time and money, and let our operation run more flexibly, we believe they will make your boat go faster as well.

SAFETY TOUCHES ALL ASPECTS OF OUR COMPANY

The oil and gas industry, where most Airpack packages are utilized, is still considered a hazardous one. Occupational safety and health organizations worldwide that keep track of potential high risks and (near) accidents recently stated that the industry continuously takes increased stringent safety measures to decrease accidents. With effect. Numbers show a severe drop in fatalities, and fewer accidents also lead to fewer environmental accidents.

The stringent safety measures apply to Airpack just the same. We have been moving up the safety ladder simultaneously during the past decades. Aside from improved and increased testing methods, staying on top of branch knowledge, and extending our communication efforts, we feel that safety affects every staff member and every aspect of our organization.

ENGINEERING

Safety is anchored in every engineering phase, from the pre-contractual phase to the smallest alterations during the installation phase. Our knowledge and expertise of required safety standards in the oil and

gas industry are vast. We use our experience in every new product and meet the most stringent client demands while considering specific climates and circumstances.

COMMUNICATION AND DOCUMENTATION

Before we start engineering, our specialists go through the extensive documentation provided by the client meticulously. Safety also depends on excellent communication and detailed documentation. We prepare various meetings between our clients or contractors and our sales and project team to discuss the project to the latest detail. Client specifications, contracts, technical drawings, client approvals, and team meeting reports are stored in our sophisticated data system. Upon delivery, we hand over a complete set of documents and certificates.

Through continuous communication internally, with contractors and clients, as well as our evaluation and closure reports, we keep learning from experiences and change protocols (according to ISO 9001) to improve procedures and work even safer in the future.



WORKPLACE

In-house safety is just as important. In the recent past, visitors passing the production hall have complimented our staff for the workplace's extreme tidiness. Even though managing technicians press for safety every day, especially with apprentice workers, a client compliment is considered the best reward. We have strict working procedures for every step of the production process, and we stick to it. For instance, our staff does not wear personal gas detectors more comfortably on a belt around their waist but on the collar near their face instead, where it is supposed to protect you from inhaling toxic fumes. Small actions and the right frame of mind prevent accidents and save lives.

TESTING

Testing every single package part in every single step of our production process meets the client's requirements. It is the fundament of operational safety and our quality guarantee. The previous article about self-supportiveness elaborates on the significance of testing.

TRANSPORT

The purpose of load testing is the extra certainty (in the form of a certificate) that a skid frame is strong enough to withstand the forces a package endures during transportation from the workplace to its final destination. Depending on the type and its dimensions, hauling the package on a truck or sea freight carrier, as well as during the movements of the transport itself, requires careful preparation. We choose to only collaborate with transportation companies who have a proven track record and take responsibility for our installations' care.



SUSTAINABLE SOLUTIONS ARE HERE. AND WE SEE THE APPLICATIONS INCREASE.



We feel that the world finds itself in a transitional phase. Today, we can fly long distances, freight vessels carry our export goods overseas, and a large part of our vehicles still run on gasoline or diesel, although the number of electrically powered cars have increased. Still, many industrial processes require oil. We suspect this will not change drastically in a few years. Yet, more sustainable ways of generating energy require industries worldwide to investigate other options and innovate. Airpack strives to take part in this transition.

Investing in research

It was the reason for Airpack to found a research division in 2006 under the name of Gazpack. The task force, lead by Mr. Piet Warnar, started searching for solutions to reduce flaring gas or convert it into a usable product.

Pioneering again was more difficult than he anticipated. Oil and gas have been a steady source of fuel and raw materials for many decades. The industry works according to strict safety protocols and measures. That means, as a supplier for oil winning installation parts, Airpack complies with these strict regulations as well. Engineering today is a different profession than it was four decades ago. This means when exploring options for increased sustainable applications, trial and error is no longer acceptable. Also, we have substantial baggage of knowledge and skills to work with.

Green gas

After years of hard work, we succeeded. Gazpack developed a specialized package with a patented unit called Sulaway®. What applies to all of our products, testing is a crucial phase of any engineered product. The same goes for a product in development. When we started testing the Sulaway® (desulphurization unit) in the field, we turned to companies in the biogas industry.

Today, we find ourselves in the development and implementation phase similar to when we established the Airpack name in the eighties and nineties. The pioneering stage is behind us, yet we continuously evaluate pending applications of the installations. Only this way we can keep engineering customized solutions for our two main markets. We can help increase the use of biogas in general by engineering packages that turn near ecological gas

into green gas without any waste products. Also, we offer solutions to the oil and gas industry to transform their saturated raw gas or flare gas into a green gas stream with no waste at all. True to our promise, we want clients to benefit from our units in the long run. Therefore, we deliver reliable products that are 100% efficient.

Nitrogen packages

Nitrogen packages can also be a sustainable solution to a client's problem. For instance, to North Sea offshore companies. Instead of driving methane gas through pipes to keep them from oxidizing, Airpack engineered a customized package that generates nitrogen as an alternative flow. This method's return on investment is high for this client, as gas is no longer necessary as it can be sold. Moreover, the application contributes to a 10% decrease in the client's obligation to reduce his CO₂ output. Another application is thrusting nitrogen in a gas compressor to form a seal and prevent gas from escaping.

Package design

Besides investing in research, contributing to the green energy development by finding other options to apply our packages, we feel responsible for meeting a sustainability goal in every project. For that reason, we engineer and calculate our specialized packages thoroughly and pay close attention to the materials we use. Making sure to avoid a design with overcapacity reduces the fuel required for its intended operation.



The NAM/Shell crew with our nitrogen package.

PORTABLE PACKAGES PROVIDE FLEXIBILITY

Similar to stationary packages and offering the same options, portables are designed from scratch. Our promise of 100% reliability, according to the client's specifications, and under all circumstances gets a fourth dimension when we engineer portables: movable installations. Depending on the application, we can engineer an extremely compact design that can be containerized, built on a trailer, or on a liftable and moveable open skid.

The challenge is placing every component (the compressor, nitrogen generator, and dryer (in various configurations)) in a compact space so that the portable package functions according to its specific purpose. Also, the complete system is accessible for maintenance. The design is built to operate in the intended climate, and if necessary, functions in elevated or highrisk earthquake areas and is ATEX compliant. That requires us to consider and test whether every used material, part, welding procedure, etc. is suitable and durable.

The turning point for choosing a portable over a static package depends entirely on the application and the specifications. We also consider cost-effectiveness in advising you on the best option

possible. The intended life-time and number of installations the combination package needs to support are significant to this aspect.

When building a self-supporting, plug-and-play package on a trailer, for instance, we need to add equipment for operation and maintenance access purposes. You can think of a diesel-driven compressor or cable reels for external electricity, walking paths, ladders, lamps, etc. Some applications function as a backup during the maintenance shutdown of permanent installations. Others provide compressed air at various locations on site. The variety of options is endless, and we gladly share our ideas with you.



KNOWLEDGE IS POWER. SHARING IT EMPOWERS OTHERS!

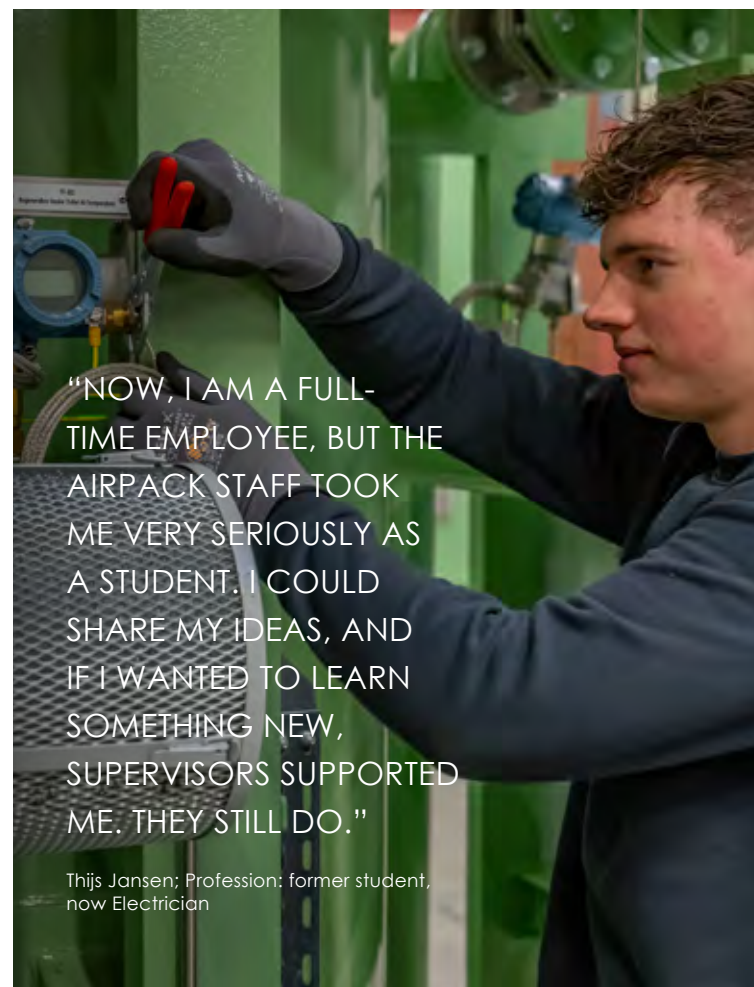
Thanks to many years of development, learning from experiences, successful cases, and industry innovations, we have been able to build a strong company. We discovered that another beneficial factor has been investing in our employees. Besides good pay and benefits, investing also entails providing education, personal growth opportunities, and sharing company knowledge.

Sharing our knowledge internally has become a functional necessity. Although we all know that inventing and investigating new options enhances our understanding and increases our competence, ISO standards, protocols, and strict procedures allow no margin for error in our industry. Therefore, besides investing in our staff, we also share knowledge with students and research institutions.

Students

In various departments of our company, students join us for their thesis subject or teaching practice. We take on apprentices in our production facility to become professionals. They go to school two days a week, and during the remaining workdays, they learn the trade from our skilled supervisors. Lucky for us, some of the people we train stay on.

We offer engineering or PLC programming graduates, and everyone in between, various opportunities, from an internship to writing their Master's thesis about our cases. Students from all over the world study at Dutch universities. We have been fortunate enough to engage with talented people of various backgrounds and cultures.



Research institution

While we operate in an industry where trial and error experiments cannot be conducted in the field, we searched for an institution that could help us with innovations. We found our match at the Eindhoven University of Technology.

"IT IS MY EXPERIENCE THAT REAL INNOVATION COMES FROM FAMILY BUSINESSES. THEY CAN COMMIT THEMSELVES FOR THE LONG-RUN, AS SHAREHOLDERS DON'T CLOUD THEIR VISION. THAT IS VERY VALUABLE TO INDUSTRIAL INNOVATIONS."

Professor Erik Abbenhuis, Eindhoven University of Technology / Hybrid Catalysis

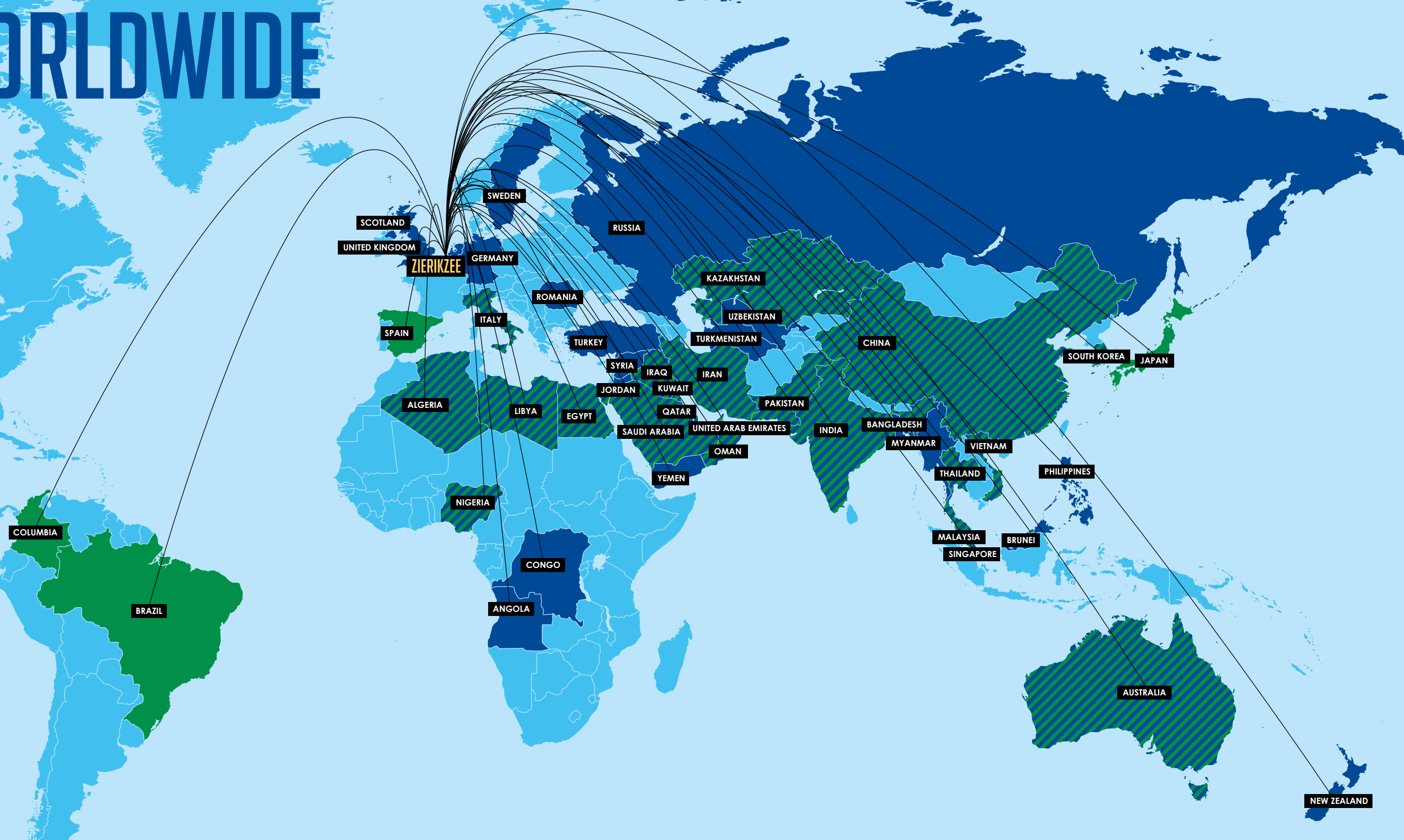
In the past few years, this institution predominantly helped us search for solutions to build and improve our desulphurization unit. Tests were set up to find the perfect absorbent for processing biogas or oil gas into green gas. Thanks to laboratory experiments in a scaled factory, improving the product, altering test conditions, and further testing, our cooperation yielded a valuable invention. This has enabled us to develop our latest packages, the gas upgrading unit Sulaway® and flare gas cleaning unit Bended Flare.

The knowledge we share with the institution about our packages and our inventions can be used to improve applications for other industries and teach student engineers at the university about the technical options. We have found a valued companion in Professor Abbenhuis and his team. Our cooperation and discussions about alternative sustainable possibilities will hopefully render more results in the future.

"WE GLADLY COOPERATE WITH COMPANIES WHO PRESENT US WITH A SERIOUSLY CHALLENGING TECHNICAL PROBLEM, AS WE CONTINUE TO SEARCH FOR A SOLUTION WHERE OTHERS STOP"

Professor Erik Abbenhuis, Eindhoven University of Technology / Hybrid Catalysis

AIRPACK WORLDWIDE



 AGENTS  PACKAGES

You can find further information about our projects
or the contact information of our agents at
airpack.nl

THE FINAL PIECE OF THE PUZZLE



The final stage of all our engineered packages is in the hands of Airpack's start-up team together with the commissioning engineers. That means only one person travels to the package's destination and the project's start-up engineers support him from Zierikzee.

When we receive the green light, travel plans are instantly made to fly out. Implementing the package into a new or existing installation requires the commissioning specialists to draw on their multidisciplinary skills, from mechanical engineering to PLC-programming. Thankfully, modern communication enables all engineers to work together closely.

Commissioning implies that an Airpack product is tried and tested locally by Ramon Gottmers or Jan-Willem Loubert once more before its full operation starts. How they work? Please join them on a typical journey*.

13 OCTOBER 2020

My phone rings. The project manager informs me our client is ready for implementation. We make an appointment at the Airpack office for a meeting tomorrow with the project team, so I can familiarize myself with every single detail of the project. After hanging up, I log on to the company system, search for the project number, and take my time to study the project itself, location information, and client details.

The project team has already booked my flight and arranged my work visa. This time, they could use my 'office passport'. It saves time when I don't have to go to the embassy myself for identification.

14 OCTOBER 2020

With the project team, I discuss the upcoming implementation in detail. What is the intended purpose of the package? What were the client's engineering wishes? The restrictions? Are there any potential challenges? What are the circumstances? What has been agreed upon? What tests do I have to do?

The transfer from our production hall to the final destination was smooth sailing. The skid has been physically installed and visually inspected by the contractor and the client's representatives. It is all

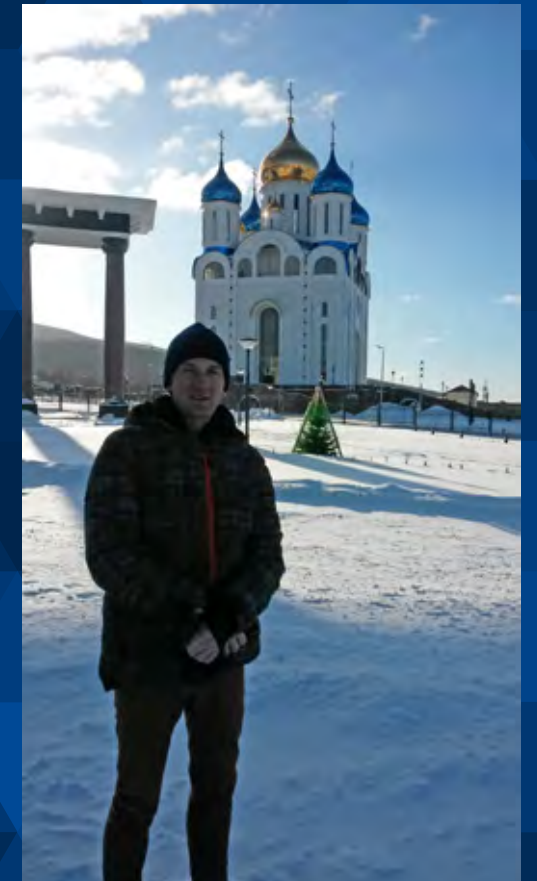
set for the final connections and tests. I download every detail of the project on my laptop, as well as the latest update of the PLC support system. Time to pack my suitcase. I need to bring more personal items for a more extended stay than normal due to a nine-day quarantine at the destination.

15 OCTOBER 2020

After a flight in a nearly empty cabin because of the Covid-19 travel restrictions, I land in the capital. My connecting inland flight has been arranged by our client. I wait for a couple of hours and board the small aircraft carrying my own luggage on board. For the last leg of the journey, a car awaits me. The client has provided measures to guarantee my safety. When I finally arrive at my hotel, I feel tired. But as I will be staying here for the next nine nights, I can fully prepare for the task at hand.

16 THROUGH 25 OCTOBER 2020

On the first day of my quarantine, we organize a conference call with the engineers and technicians at the plant, where the package awaits its final tests and operation start-up. We discuss the pending situation and the latest client wishes. During the next few days, I have time to contact the head office in Zierikzee and check some details for small alterations. I talk to various people, from mechanical to electrical engineers and programmers. This way, I have double-checked every detail to have all aspects set up. Under my close guidance, the contractor's staff can already take the necessary actions to fully prepare for the start-up.



Commissioning engineer Jan-Willem Loubert visiting Sakhalin Island, Russia, during winter time.

“Connectivity
abroad is crucial
to stay in contact
with the head
office team of
engineers in
Zierikzee.”

Ramon Gottmers



A strong wifi connection also enables me to contact home every day. On the 21st, it is my sister's birthday. I am sorry that I cannot eat cake with her but glad to have the opportunity to call her personally.

26 THROUGH 27 OCTOBER 2020

Finally, my waiting days are over, and I can start the testing procedure at the plant. Apart from a few minor hick-ups, the tests show great results. We finalize the implementation procedure with a closure-meeting, so staff is fully updated on its function and maintenance requirements.

My return flight was scheduled for tonight. However, we cannot make it as there is no safe way to get to the local airport. Due to a strike that could escalate into violent protests, my client decides to take no risks at all and arranges a helicopter. However, a storm forces us to wait another day, and I change my previously booked flight home for a day later.

29 OCTOBER 2020

I have returned back home. Unfortunately, the Dutch government imposes another quarantine period of 10 days. This forces me to stay put yet again, although another package is waiting for its final tests elsewhere.

This time, I enjoy the comfort of my home with my family, who are compelled to join me staying inside as well. Now, I have the time to write the comprehensive closure report about my most recent trip, reduce the piled-up inbox of pressing e-mails and remotely help out with advice on practical issues and brainwork of upcoming projects, e.g., for Gazpack. Let us hope the world opens up quickly, so we can set off to work on the backlog of package implementations. We have our work cut out for us.

* The account of this journey represents an example implementation. Therefore, names, destinations, and facts have been anonymized for discretion purposes. However, the details are based on true procedures and experiences.

A MULTITUDE OF CULTURES COLOR OUR COMPANY

In operating internationally, our staff comes in contact with many different cultures. Founder Mr. Piet Warnar has been working with people from all over the world. Right from the beginning of his career. Mutual respect and not focusing on cultural differences but on common grounds and sharing knowledge and expertise have brought Airpack to where we stand today.

We speak multiple languages, yet English is the most commonly used language in our company. It is the language we use to communicate with our clients, suppliers, agents, and internally we need it just the same. Quite a few employees have a non-Dutch nationality.

“AIRPACK IS A COMPANY THAT IS WILLING TO GIVE PEOPLE THE OPPORTUNITY TO PROVE THEMSELVES REGARDLESS OF THEIR CULTURAL BACKGROUND.”

Tyron Jabs; Nationality: South Africa; Profession: PLC-programmer

When hiring staff, we try to attract the best candidate for the job. Not the candidate who lives closest to our production facility in Zierikzee or the one with the highest degree. We search for someone with an intrinsic need to cooperate, find personal growth, and be the best that someone can be. We want the engineer who aims to go out of his way in



“I THINK MY CULTURAL BACKGROUND AND EDUCATION AT DAMASCUS UNIVERSITY ARE VERY USEFUL IN MY WORK AND MY DAILY LIFE. SEARCHING FOR A BETTER LIFE ELSEWHERE HAS TAUGHT ME TO THINK ABOUT SUITABLE SOLUTIONS FOR THE PROBLEMS I ENCOUNTER. I THINK AIRPACK RECOGNIZED THIS SKILL WHEN THEY HIRED ME.”

Badr Badr; Nationality: Syria; Profession: Allround Engineer



“I THINK IT IS A TYPICAL DUTCH COMPANY BUT ALSO A COMPLETELY INTERNATIONAL COMPANY, IT HAS 2 SIDES.”

Chris Copeland; Nationality: Ireland; Profession: Electrician

finding the best solution to the client's problem and the construction fitter who gleams with pride when a completed package leaves our production site.

Employees feel that our directness and low hierarchy is rooted in our Dutch approach. As management, we just put a lot of trust in our staff and give every employee a significant level of freedom. In return, we expect people to do their jobs. It is that simple.

A multicultural blend of employees and matching languages also enables us to communicate with clients, agents, and suppliers on a local level, if required. We feel that personal contact is essen-



“In my opinion, communicating easily with each other has nothing to do with a difference in cultural background. A person with a smile on his face is halfway in getting a message across.”

Natalia Ponomareva; Nationality: Russia; Profession: Purchaser

tial to building strong business relationships. When barriers in understanding exist due to language problems, someone who speaks both the language and understands the culture will help comprehend the exact wishes and requirements clients look for.

“I CAN HELP WITH TRANSLATION PROBLEMS. PEOPLE TEND TO TRUST PERSONS WHO SPEAK THEIR NATIVE TONGUE.”

Ammily Zheng; Nationality: China; Profession: Allround E&I Engineer

We feel that culture goes far beyond the language aspect or the way you look. It comprises of accepting other views, negating stereotypes, improving creativity, upgrading customer service, and, in the end, doing business.

Today, thanks to improved transportation facilities to more and more countries and the increased use of online communication methods, contacting clients and colleagues all over the world has simplified. Easier access worldwide and the advantages other cultures bring our company encourages us to diversify our staff.

“I AM AND FEEL DUTCH, BUT MY FAMILY ROOTS LIE IN IRAQ. MY BACKGROUND SHOULD NOT MAKE A DIFFERENCE FOR A COMPANY TO HIRE ME; MY QUALITIES SHOULD. AIRPACK RECOGNIZES THAT.”

Hakar Taher; Nationality: Iraq; Profession: Electrical Engineer



CREATING THE FUTURE

Once in a while, it is essential to reflect on what was and determine where you stand. It provides an understanding of what can be and where you want to be. 2020 is a year that changed every business in the world. For Airpack, working on longterm projects, the impact of Covid-19 restrictions meant that we were unable to start up packages on-site, visit international trade shows due to cancellation, and personally meet with new and existing clients. Production did go on. For everybody in the company, the pandemic has been a daily topic.

We felt 2020 was an excellent opportunity to gather staff insights on their specific line of work, Airpack products, and how they reflect on the changes in the industry during the past years. Hopefully, sharing these insights has provided you with an impression of how we work and what we stand for.

Looking forward, we believe it is our job not to wait for what the future holds, but actively contribute to a prosperous and better future. One of our goals is to help organizations all around the world. New horizons and expanding the number of agents will bring us to Uzbekistan and South America. We believe that the pandemic drawback of not meeting with clients personally has made us more agile in maintaining contact online. This means that we can continue to build existing relations and create new ones.

As far as we are concerned, growth is connected to the next step in sustainability efforts for the oil and gas industry. We see companies opening up to alternative solutions. In 10 years time, we aim to contribute widely with the solutions we offer. We understand that countries look differently upon climate goals. Still, we have experienced that every country is open for a discussion in investing in sustainable options for their industry. Nitrogen packages have so many applications, both in biogas and oil gas, that we feel there is a great future.

Thank you

We want to thank every supplier and sub-contractor who has cooperated with us in our continuous search for the best materials, parts, and services, enabling us to find the perfect solution for our clients.

We thank you, our clients, for your business. Thank you for trusting our team of engineers in finding solutions for your challenges and our technical staff to construct customized packages.

We want to express our pride to every employee who has contributed to Airpack's success. We thank you for sharing our drive to create high-quality products.

Mr. Piet Warnar (President)

Ms. Petra Warnar (Vice President)

DONATED WORK OF ART FOR AN ADOPTED ZIERIKZEE TRAFFIC CIRCLE

For the occasion of our 40th anniversary, we commissioned artist Rosalinde van Ingen Schenau to create a work of art that represents Zierikzee. The construction is built up of five stainless steel sheets, each depicting the contours of the Zierikzee municipality and a building characterizing the city. The materials used refer to our core business. At every angle, the piece provides a unique view, and that is precisely its intended purpose.

We donated the sculpture to our community and had it placed on a newly built traffic circle. This roundabout relieves traffic on the busy junction between the industrial zone and the south entrance of Zierikzee. Adopting this traffic circle as a company means that we are responsible for its upkeep. Thanks to this contribution, the city council has the opportunity to spend the costs saved elsewhere, and the people of Zierikzee can enjoy the piece of art every day. When you visit our company, you will surely see the work of art, as you pass the traffic circle on your way to our production site and offices.



CEO P. Warnar and Mayor Rabelink of Schouwen-Duiveland

Colofon

Copywriting
spraak | stof

Design
10uur

Photography
Airpack
Limit Fotografie
Get in the Picture

Print
Damen Drukkers





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