

# Together we stand strong

TPT has sets its sights on the long-term and is forging ahead with entrepreneurial spirit



Joint CEOs of TPT Rahul Krishnan and Renate Krishnan-Huijbregts joined the company in 2020.

TPT was founded in 1998 following a management buyout of the Engelhard factory. The Terneuzen-based company specialises in the processing and transshipment of chemical products for diverse sectors. TPT, for example, produces everything from de-icing products for airport runways, to GMP+ certified additives and mould prevention products for the animal feed industry.

For the food sector, TPT produces the caustic soda that is used, for instance, by beer breweries as a pipe cleaning agent. For the oil industry, the company stores base materials in silos, subsequently blending them to client specifications. TPT has a storage capacity of 14,000m<sup>3</sup>. This is divided over approximately 30 silos for chemicals and powders with tank capacity ranging from 180m<sup>3</sup> to 640m<sup>3</sup>, and 24, stainless steel and carbon steel tanks, complete with heating and cooling facilities, for liquid storage with capacity ranging from 80m<sup>3</sup> to 1,300m<sup>3</sup>.

Facilities include a screening plant, drying plant, centrifuge, mixing plant and ammonia plant. The plants are connected and can be combined or used separately.

Located on the Ghent-Terneuzen Canal, TPT has its own quay where inland waterway vessels and coasters with a draught of up to 7.5 metres can dock. The site is also easily accessible from the road for trucks.

In the quarter of a century since it began operations, TPT has grown from a six-person enterprise into a family of 45, looking towards the dot on the horizon.

## Building a roadmap for the TPT of the future

Husband and wife duo, Rahul Krishnan and Renate Krishnan-Huijbregts, joined the company in 2020 following a share transfer, taking the lead as Co-CEOs. Since then, they've presided over a period of positive change at TPT, including a significant – and ongoing – increase in tank storage capacity. All enabled by a growing, passionate workforce.

Never before, they say, has their industry experienced such a dynamic period as it faces today. This is the result of multiple factors including geopolitical challenges, technological advancement, regulatory and climate change to name but three examples. Throughout this period, the husband and wife team are taking a positive approach, moving forwards and positioning their company for the future.

“When we started out on this journey, Renate and I expected that we would be on a 3-4 year change curve,” states Rahul Krishnan. “We made a plan to focus on strengthening the infrastructure of the company, how we operate and how we serve our customers. At our foundation is our focus on our people; culture, growth and development opportunities.

“During the last three years, we have been ambitious and have learned a lot along the way. We have had to adjust our plans, provide support and request help, recognising we are all in this together. We've had to make choices with key investments



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and hold optimism through a wave of dramatic change in our industry and supply chains.

“This period has included the expansion of our tank farm, a new e-learning platform, maintenance models and a complete renewal of the factory automation software and hardware. There are numerous benefits to this. In the short term, it helps us to send a message to our colleagues, partners and customers that, even in these difficult times, we are investing in the future. The future is dependent on many factors, we do keep our eyes set on the dot on the horizon. These choices prepare us to be ready for when the tide changes.”

## Safety first

Given the nature of the company's operations, safety plays a prominent role in all developments at TPT. The Co-CEOs are acutely aware of the importance of safety in their industry and have responded accordingly. The revitalisation of infrastructure at the company has involved a full renewal of all company procedures and work instructions. In-depth, in-house developed training also goes a long way to ensuring everyone is fully aware of their tasks and tools in a further boost for safety and education.

Other straightforward measures include introduction of a registration system, providing a clear oversight of who is on site at any moment so that, in the event of a crisis, action can swiftly follow.

“Our motto is safety first, quality second and quantity third,” explain the Co-CEOs. “From a purely commercial perspective, quantity is what drives the top line, only when safety and quality is in place.”



TPT is positioning itself for the future.



The company is ideally located for logistics by land or water.

## Thinking local

TPT's strategy of renewal has a decidedly local flavour to it, with suppliers and contractors sourced regionally whenever possible. "It's a delight, when so often today things take place in the virtual world, to see everyone here, at our location, face-to-face. "We believe firmly in developing strong, long-term relationships with business locally – including our neighbours in North Sea Port," Renate Krishnan-Huijbregts explains. "We always look for local partners, right down to the suppliers of the Christmas hampers we give to our employees. It's not always cheaper, but it does mean that we can help create a strong local eco-system, and help each other grow. Zeeland is a region which has tremendous potential, with the right support and businesses working together the region. We share a passion for promoting entrepreneurial spirit in the province and bringing more investment in to the region."

## Focused on sustainability

This local focus feeds into an area particularly close to TPT's heart – sustainability. It's a topic that everyone is focusing on right now, and TPT and its clients are no exception. "Our clients are, in comparison to TPT, large establishments with a rigorous focus on sustainability and they expect certain standards," says Rahul Krishnan. "It's our aim to both meet – and exceed – those expectations." Last year, TPT obtained ISO 14001 accreditation – the internationally recognised standard for environmental management systems. Renate Krishnan-Huijbregts goes on to explain, "This helps position us well for the future. We now have a clear view on the ecological footprint of the company. With this, we can take steps, in the coming years to improve even further in this direction." These steps include TPT's recent switch to running a 100% electric plant. The company also recently introduced plans to encourage biodiversity onsite with the introduction of a bee garden.

## Be the change

For TPT, the topic of sustainability extends beyond the environment alone. The company recently secured EcoVadis rating, demonstrating the quality of its operations in terms of



Since its beginnings TPT has grown significantly.



Since taking control, Rahul and Renate have invested in the expansion of the company.



TPT believes strongly in the cultivation of local relationships.

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environmental impact, labour and human rights standards, ethics and procurement.

The employment element of this, the Co-CEOs explain, is particularly relevant to TPT. The company has a specific type of person in mind, when looking for new recruits.

“We embrace diversity – anyone is welcome at TPT so long as they have the right growth mindset and values. We believe firmly in the idea of ‘being the change you want to see; it doesn’t matter if you’ve not got the right piece of paper from school, or you don’t have a certain type of background. If you’re entrepreneurial and willing to learn – let’s go!” Supporting training and development, they intend to develop future leaders who grow with the company.

### Culture of positivity

TPT invests a lot of energy into its recruitment process, conducting a range of interviews and taking the time to make sure someone is the right fit.

Once it finds the right people, TPT does its utmost to hold on to them, by providing a positive working experience.

“Being a relatively flat organisation, we are able to give people hybrid opportunities. At larger companies, they would be working in parallel to their colleagues. Here, everyone is exposed to multiple functions, working in diverse sectors on a variety of projects” Rahul Krishnan states.

“We’re really focused on creating a good work-life balance. This is important to us, personally, and we want to make sure it applies to our team, too. We aim to give everyone the care they need, help them to learn and grow towards their full potential. Giving real responsibility, ownership and driving accountability in an environment where learning comes also from the mistakes we will all make. The question is what did we learn and how do we solve it?”

### Stronger together

Whether it’s the local suppliers the company looks to work with, or the entrepreneurs it seeks to recruit, as it looks towards tomorrow, TPT is placing great emphasis on shared values.

“We think of TPT as building a family. That’s the root of our slogan ‘Samen staan we sterk’, which is Dutch for ‘Together we are strong’,” says Renate Krishnan-Huijbregts. “Rahul and I worked together before we embarked upon this journey so we knew from the start that we shared a vision and passion for how the company would be run.”