



# FAST MAG

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October  
2018

No.

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# Letter from the President

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Dear Colleagues, Customers, Partners and Shareholders,

It is my pleasure to hand you the jubilee FAST Mag.

Thirty years of history has proved that our company went through various difficult periods in Polish and global economy successfully, achieving a strong position on the Polish market.

An anniversary is an ideal time to summarize the past and make plans for the future. Analyzing the past, we must be humble as it allows us to assess our lapses - only an honest account of shortcomings or omissions allows for a real estimation of possibilities and constructive conclusions. At the same time, conducting such an analysis we find time to assess the company's value, its attributes, success, reputation and business trust. A harmonious balance of conclusions drawn from both successes and imperfections enables us to translate these conclusions into a real assessment of the current state and rational definition of the future.

In my opinion, consistency and an unchanging desire to improve constitute strengths of our company. We are aware of our potential, we know what we can do, we know our value and ... we want more. We want to develop, be desirable partners for demanding Polish and foreign investors, and we wish to base our vision of the future on modernity, professionalism and best practices.

For all these years, FAST most of all has grown significantly. We keep doing what we started out doing, but we do it much better and at a greater scale. Obviously, new challenges occur, we diversify our business, ensuring its stability.

We live in symbiosis with modernity - new technologies, solutions and standards appear, and we are eager to use them to adapt to the changing world. However, these are evolutionary changes, not revolutionary ones. We focus on solutions that are effective in the process of dynamic changes in the business environment in a broad, long-term perspective.

For years, we have been accompanied on our business path by the strongest players of the shipbuilding industry: Gdańsk Shipyard, FSG Flensburg, HOLM Ltd, Marine Projects, Crist, Remontowa, Nauta, Karstensens, Meyer Werft, Blohm&Voss and Damen.

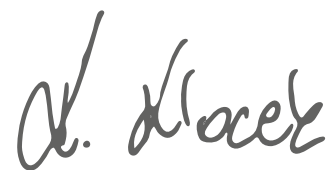
Thanks to you, for 30 years we have been able to systematically develop, create new jobs, transfer shipbuilding know-how to future generations and engage in more and more advanced projects. We are grateful for the trust you give us.

Today, FAST stands on the eve of the next stage of its history – becoming a stronger player on the European market. We also focus on further expansion on foreign markets.

We want to build a company and our results in a stable and safe manner - for ourselves and for all of you.

Welcome on board to all of you who have joined us in recent months and years. We thank all of you who during our 30 years of development were with us and supported us in this venture. There would be no FAST without you – it is our joint success.

With deep gratitude and wishes for further joint accomplishments,



Krzysztof Klocek  
President of the Management Board of GK FAST

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*On the occasion of the 30th anniversary of FAST SA, we would like to thank all our  
**Customers, Associates, Counterparties and Shareholders**  
for your trust, cooperation and mutual successes.*

*We are proud to have been able to create this company for three decades already.*

*Competent associates and solid business partners constitute motivation and inspiration for further operations. It is thanks to you, your professionalism, engagement and hard work that FAST is developing so dynamically.*

*We would like to express our appreciation for your contribution into our mutual achievements and we hope that you wish to reach more goals with us.*

*Management Board of FAST Capital Group*



**Krzysztof Klocek**  
President of the  
Management Board



**Henryk Klocek**  
Vice President of the  
Management Board



**Tomasz Orzechowski**  
Member of the  
Management Board

# “Bold decisions leading to success.”

An interview with Henryk Klocek, Vice President of FAST SA Management Board, and Tadeusz Kubica, Chairman of FAST SA Supervisory Board

**Who came up with the idea to establish the company 30 years ago?**

**TK** There is not just one father of the venture – there were a few originators. The subject had been maturing in many heads for a long time. Obviously, it had also been maturing in our heads, however at the same time we felt a growing need for changes among our associates – masters and employees of various departments of the Shipyard in Gdańsk.

**HK** We had talked a lot, we had shared our thoughts. Plans that were initially shy, became solid with time. Month after month we got braver to take this bold step.

**How do you remember the atmosphere accompanying the appearance of the company from the shipyard structures? Was it more of excitement or anxiety?**

**HK** At that time, most of all we felt more and more uncertain on the shipyard ground. There was no guarantee of employment, there were transformations in the air, uncertainty of tomorrow. We had families, obligations, plans and ...courage to wish for better professional and life reality.

**TK** The coming changes in the political system gave hope for greater autonomy in action, for better earnings, for development, for the fulfillment of dreams. But at the same time, there were great concerns about stability, continuity of orders, and a safe vision of an independent private enterprise. It was a very bold decision on our part. And today, after 30 years our thoughts have not changed. And we absolutely do not regret it.

**What was the idea for the company at the beginning? Initially, it remained within the shipyard infrastructure, and then?**

**HK** Indeed, but not only within the shipyard infrastructure. Initially, we cooperated with Meblomor Czarnków, Famos and Lubmor Trzcianka – with the latter we participated in the construction of multi-family buildings for employees. We also leased small workshops in Olszynka and Orunia where furniture accessories were manufactured.

**TK** We developed as much as we could for those times. We believed we would succeed. In 1993 we purchased the plant in Skórcz and Pelplin, and they were the first registered offices of FAST for that time.

**There were a few of you. What was your role and the role of other partners?**

**HK** President Tadeusz Kubica was involved in general management. But generally, we tried to make all decisions collectively, we operated based on partnership principles and we listened to one another.

**TK** The late Zdzisław Wiśniewski was incredible at conquering markets. Thanks to him in 1991 we initiated fruitful cooperation with the FSG Shipyard from Flensburg that has continued until today. Technical matters were taken care of by Wiesław Prędkiewicz. At the beginning, we were established as a company of state-owned enterprises and employees, but after some time state-owned enterprises sold their shares to natural persons.



Tadeusz Kubica  
Chairman of FAST SA  
Supervisory Board



Henryk Klocek  
Vice President of the  
Management Board

**Do you remember your first customer/order that allowed the company to develop?**

**HK** The first customer of FAST was the Gdańsk Shipyard. However, cooperation with FSG mentioned before, and permanent orders to implement superstructures with Holm and Marine Projects were important for the development of FAST.

**TK** Corner kitchen benches for the German market, commissioned by Reinhold Muller. There were moments when we produced 5 000 benches a month and these orders kept the entire company going. Investments were also essential - in 1994 we decided to buy a series of machines in installments - a numerically controlled dividing saw, a machining center and a gluing machine - which significantly increased the production efficiency of the plant. And in the hotel equipment industry, it was definitely important to work with Rudolf Bachhuber GmbH, which at some point unfortunately took an unfavorable turnover, because the company declared bankruptcy.

**The most difficult moment in the 30 years of the company’s operations?**

**HK** Among others, the previously mentioned rock burst in cooperation with the aforementioned company. And the unpaid bills of two companies from the hotel equipment industry in the years 2000 - 2003. Both companies declared bankruptcy and huge liabilities towards FAST remained unpaid. We lost liquidity, markets, prospects took on really dark colors ... We were on the verge of bankruptcy. Only thanks to the understanding of our team and associates we managed to survive this difficult period. I would like to thank everyone for understanding this today.

**TK** And at that moment, we were saved by absolute business honesty towards our contractors. We honestly presented what was happening, that perhaps our situation would not allow us to carry out further orders. Then, it turned out that the previous commitment to professional service yielded unexpected results - our business partners supported us in this difficult situation with a special arrangement of financing for subsequent projects. We put a lot of work into saving the company and we managed to overcome the crisis by joint forces. And this situation undoubtedly strengthened us, from that moment we knew that we are a strong organization that can function well.

**Which moments do you perceive as the most important/breakthrough in the history of FAST?**

**HK** Definitely rejuvenating the management team. The moment came when we felt that it would be a good move to pass the baton to the younger generation. And that time, our long-lasting intuition did not disappoint us.

**TK** The company under the rule of our successors is rapidly moving forward. We, of course, serve with our knowledge, support and experience. We have not retreated, but the steering wheel is in younger hands. We moderate and advise on the side - it works. From my point of view, further investments in Skórcz in 2009 were also important - the purchase of many modern facilities, modernization of the paint shop and continuous expansion of the plant.

**What do you consider to be the greatest success of the company?**

**HK** Systematic, consistent development over 30 years. Overcoming adversities together, overcoming crises, generating successes. We started in 1988 with a known potential and today, after 30 years, we are a joint-stock company with the sale of PLN 150 million annually.

**TK** What can I say - we managed to fulfill our dreams, and even more - because we were not even able to imagine such a progression at the level of business planning.

**What are you – as the founders of the company – most proud of?**

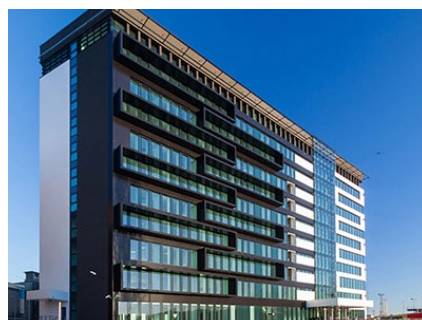
**TK/HK** Of people. Of competent, engaged staff. Of committed loyal associates. We are very proud that we managed to build a professional, effective and trustworthy team. We would like to thank all our associates, counterparties and subcontractors for excellent cooperation during these 30 years and wish you all further development and joint success.



Old plant – the first registered office of the company.



Current FAST plant.



Current registered office of FAST in the Akwarium office building in Gdynia.

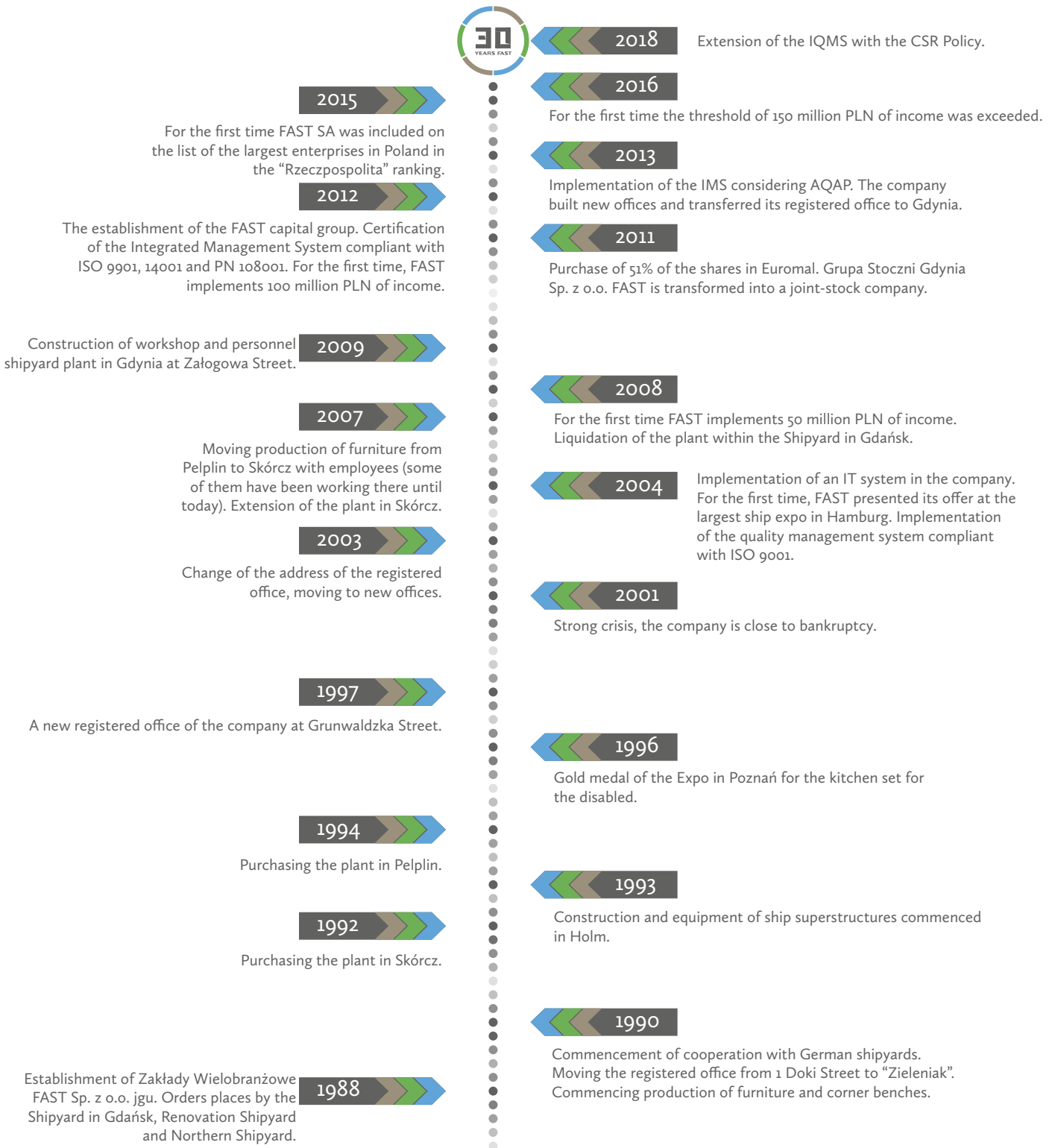


Previous logo of FAST



Current logo of FAST

# Important events in the history of FAST SA



## FAST in numbers 1988-2018

1988

2018

Approx.  
**50**   
people

Employment

Approx.    
**590**    
people

Approx.  
**12,8**   
million PLN


Income


Approx.     
**155**     
million PLN

Approx.  
**250**   
new ships protected  
against corrosion

Approx.  
**100 million m<sup>2</sup>**   
protected with anti-corrosion  
systems

Approx.  
**1 million m<sup>2</sup>**   
of insulation

Approx.  
**200**   
vessels equipped

**5**   
implementation of vessels for  
countries on 5 continents

Approx **70**   
hotels equipped in Poland  
and abroad



# Anti-corrosion without secrets

An interview with Artur Wojtaszek, Director of Surface Protection Area at FAST



Artur Wojtaszek  
Director of Surface Protection Area at FAST



**FAST is celebrating 30 years of its existence, maintenance and painting services have constituted a very important area of the company's operations from the very beginning. Many years of experience and complete infrastructure have enabled the implementation of various projects in various technologies. This is a good time for retrospection. Are you able to say how many ships FAST has secured during these years?**

**AW** I think that it is about 250 comprehensively implemented units of various types - we implement untypical, diverse projects - trawlers, sailing ships, passenger ferries, drilling rigs and ships for special tasks such as jack-up, seismic ships, construction barges or floating cranes. We even secured some mega yachts worth a fortune, but I will not say more about it, because these are top secret projects. The same applies to units secured for the needs of the army. Full spectrum.

**However FAST has not limited itself to sailing vessels only during these years. FAST manages effectively in the case of other implementations – also on the land. What are they?**

**AW** It is true. We operate at many levels. Our clients are mainly associated with shipbuilding markets, but we are also willing to undertake implementations of on-site steel structures for contractors. Our knowledge and experience allows us to protect any object that requires it against corrosion. We secure both relatively small and huge steel constructions, e.g. bridge spans, halls or structural elements of sports

facilities, underwater turbines and cranes. Work on large-scale objects requires special qualifications and properly matched paint systems. Professionally completed work related to anti-corrosion protection allows for long-term and, above all, safe use of such facilities.

**You have really developed the anti-corrosion sector in many directions. Can you estimate the surface area secured for the 30 years of FAST's operations?**

**AW** We realize a huge number of projects, because there are no limits to our competences and possibilities when it comes to space or technology - we successfully secure huge flat surfaces as well as diverse structures. I think that this is a few million square meters of painting per year - a simple mathematical calculation with a slight averaging will give us ... 100 million m<sup>2</sup> of experience.

**It is an impressive result. Please present some examples of projects with the largest surface areas to secure.**

**AW** It was definitely among others "Innovation" jack-up unit; in the peak period of the advancement of works more than 400 painters worked on the unit applying anti-corrosion systems on 250,000 m<sup>2</sup>, assuming three layers on average, which is a million of painted meters on one object. It was one of the largest projects implemented comprehensively where we used various methods of protection.

**So the factor defining the level of difficulty in project implementation in the field of anti-corrosion can be the protected surface itself. What else?**

**AW** Definitely time. During the implementation of the offshore project, „Edvard Grieg” processing platform, we performed anticorrosive protection on 16,000 m<sup>2</sup> of the structure, where apart from the Norsok m 501 Carboline painting systems, we also applied the PFP system (Chartek 7). The key condition for the implementation was the time regime - the implementation period for individual sections was just 3 weeks, which gives an average of almost a kilometer square of applications per day.

**Impressive. What else can affect difficulty of a given project?**

**AW** The scope, of course. An example is the Johan Sverdrup project - FAST was involved in the implementation of two out of the four platforms included in the project implemented for key clients from Norway - Kvaerner and Aibel. The main criterion distinguishing this implementation were extremely high quality restrictions based on NORSOK M-501 Rev. 1 standards. 6 and extremely demanding systems based, among others, on silicates. System 1A and Resist 86 Jotun are products with a high content of zinc, the thickness tolerance of which is very rigorous - the consequence of the system being repaired is the necessity to remove it by abrasive blasting. Another difficult step in this system is the curing process - the product requires very high humidity and temperature. We use special devices to produce water fog for this



purpose while using heating. Under winter conditions, the curing time may take up to a few days. It should be noted that at this time, due to very high humidity (95-100%), other painting works could not be continued. In the project, we also applied a system of specialized coatings of passive fire protection - Chartek 7.

**Undoubtedly, implementation of such projects is very challenging. I cannot imagine a company without huge experience and facilities would try to implement it.**

**AW** Me neither. Fortunately, in its portfolio, FAST has very unusual projects, requiring a special, multi-faceted approach and exceptional precision of performance - these projects and the references issued for them speak for themselves. Of course, we also present all the certificates obtained confirming our competences - and there are many of them. FAST Integrated Quality Management System that meets the requirements of ISO 9001, ISO 14001, PN-EN-18001 and AQAP 2110-2009 standard publication are constantly being developed, and our work is often carried out in accordance with the requirements of the most restrictive standards, e.g. NORSOK M-501 proving that we meet stringent requirements for carrying out maintenance works on offshore structures. We have certificates entitling us to the application of highly specialized fire protection systems (Passive Fire Protection) using components supplied by leading manufacturers - Chartek, Pitchar, Jotachar or Firetex - especially needed in the implementation of projects used in high fire risk environments, e.g. on drilling rigs. In addition, sometimes a foreign investor implementing a project in a Polish shipyard, e.g. a customer of our customer, observes the process of works carried out by us and then invites us to execute an order. In fact, we put a strong emphasis on quality, it's our representative value - without it we would not have so many such diverse orders. Our qualifications require detailed monitoring of the operation of measuring devices and the entire specialized machinery park. It may sound uncommon, but being a specialist is extremely stimulating and mobilizing.

**Gathering such a qualified army of employees is quite a challenge. Not everyone who has knowledge about anti-corrosion can work at FAST!**

**AW** That is why we focus on long-term cooperation, we realize that it's much better to hang on to a good employee than to attract one. Some have been with us for 15-20 years, and there are some who have been working at FAST since the very beginning. We tremendously value our professionals. It is not uncommon during customer audits that the question about the qualifications of manual workers - painters, sandblasters and metallizers - is asked. At FAST, of

course, there are such specialists, but one should not forget that not only certificates constitute a determinant of qualifications - someone who has worked for over a dozen years in their profession is simply an experienced expert. We should mention here the current Production Manager - Marek Miąskowski, who was one of the best painters 20 years ago - then at Zakłady Wielobranżowe FAST Sp. o.o. I remember because one of my first days of work was also the first day of Marek working as a Master. Some painters who have been qualified for many years under the supervision of professionals such as Marek, have worked in our company until today - personally, after such a long time, I treat them almost like family.

**You underline the diversity of projects implemented in the last 30 years. Tell us something about their specificity. Which of them were the most original?**

**AW** It is impossible not to mention jack-up units, such as Vidar, Innovation and Thor - self-elevating barges used to support the assembly of offshore wind farms. A special structure consisting of four pull-out powerful legs allows these units to lean on the bottom of the sea and become a platform to carry huge elements of windmills. Similarly, an amazing floating construction is the Zourite building barge, which was created to build the longest sea viaduct along the coast of the French island La Reunion in the Indian Ocean. Keeping up with the subject of floating specialized units supporting various construction projects - FAST also completed the full final anti-corrosion protection at another interesting object from the industry - Marco Polo floating dock. Thanks to this absolutely innovative unit, it will be possible to expand the area of the Principality of Monaco by 6 hectares - in a place where the bay is now located, with the help of the dock, a modern, ecological housing estate will be built. Its own drive will enable Marco Polo to precisely position the structural elements at the bottom of the sea, which will act as foundations for the new wharf.

**Modern engineering possibilities are fascinating. I imagine that participation in such innovative projects is an exceptional challenge?**

**AW** Yes, definitely. Such realizations bring mutual benefits, the investor gets professional service, we are constantly motivated to self-improvement. As for further interesting implementations - we also had the opportunity to implement a partial anti-corrosion protection project of the Goliath type „Transporter”; the final customer of the project is the Newport News Shipbuilding from the United States. Due to the very high priority of the project, the work was carried out under strict rigor of the quality standard and the deadline for implementation. Another project worth mentioning due to its ecological solutions is the Elektra ferry, realized comprehensively for Finnferries - as one of the few in Europe having a hybrid drive - diesel-electric with the addition of a battery pack. Or another specific unit - Aqua Tromøy designed to transport live fish from Atlantic and North Sea farms to processing plants on land. Today, more challenges are ahead of us. Soon we will undertake anti-corrosion protection with the highest quality offshore requirements - platform elements - Johannes Carlsberg and Johan Sverdrup planned for 2019. We will use a whole range of painting systems on these objects with spray metallization, ethosilicate and Chartek 7 application as a PFP product. I have no doubt that these projects will be successfully completed. Of course, earlier we are awaiting a wave of audits and tests from the General Contractor, but since we introduced the IQMS, and above all the Project Management included in it, everything is done smoothly and without inconsistency. FAST is a family-owned company for which values such as employees, infrastructure and high quality while maintaining maximum safety constitute the foundation - may we never become a corporation for which profit will be above these standards ... I wish this to myself, our Partners, but above all to the employees and the Management Board.



# One million square meters of insulation

An interview with Łukasz Gucwa, Director of the Offshore Market for Interior Equipment and Insulation at FAST



Łukasz Gucwa  
Director of the Offshore Market  
for Interior Equipment and Insulation



**FAST is celebrating 30 years. Since the beginning of its operations it has been implementing specialized projects in the field of insulation and interior equipment in the shipyard industry . What types of units have you equipped?**

**Ł.G** We provide a full range of insulation and equipment services for a variety projects, including from the offshore sector. Looking at our portfolio from this area, it would be much easier to say what units we have not yet implemented during these three decades. We have worked on commercial units, such as general cargo, container ships and bulk carriers, passenger and vehicle ferries, cruise liners, sailing ships, mega yachts, offshore platforms, trawlers, ro-ro units adapted for transporting rolling loads, hydro-technical facilities for special jack-up tasks, building barges, floating docks, science and research vessels, military units - frigates, corvettes ... We insulated and equipped about 200 vessels of various types.

**It is true, the scope of implementations is very broad. In years FAST has specialized in turn key projects, i.e. implemented holistically. How does the implementation of such a project look like step by step?**

**Ł.G** At the beginning we start with the so-called hot works, i.e. welding profiles, reinforcements for shuttering walls and ceilings and for pinning, i.e. preparing the hull to be insulated. Next, we pass

the baton to our colleagues from the anti-corrosion protection department, who sand the ground preparing it for the first protective coatings. After painting the hull's interior, the insulation is laid down, sanitary modules and all systems are installed - HVAC, pipe, electrical - then screeds, walls, ceilings, doors, tiles, furniture and fittings. Our task, in the case of such a project, is to make ready-to-live interiors, completely equipped, orderly and fully functional.

**What was the most complicated project implemented by FAST in the turn key system?**

**Ł.G** Definitely the FPF1 offshore platform carried out at the Remontowa Shipyard in Gdańsk. It was a project of reconstruction and complete renovation of this powerful unit – it is 82 m long, 75 m wide, 30 m high and it offers 26,639 t of displacement. The scope of FAST's works included comprehensive implementations of the living quarter - comprehensive implementation of works in the field of insulation, air conditioning and ventilation (HVAC), electrical installations, piping systems, painting, PFP applications, interior design including all living spaces. Efficient and effective support of such a project, the control over such power of various works would not be possible without a dedicated Project Manager who supervises and coordinates the work of the staff. Of course, we also use the support of proven subcontracting partners, however it is up to us, as

the main contractor, to manage the project schedule, to guard the time and budget disciplines. I will not be modest and I will say that we are perfectly prepared to implement such complex and long-lasting projects, we have implemented a very efficient project management system, we have trained our staff, excellent professionals and we have many years of experience working on various vessels. Projects implemented in the „turn-key” system also give us the comprehensive control we need over the quality of work being carried out; we can influence on a comprehensive project more, working on it from scratch if we wish to implement it at the appropriate quality level. We set the bar high, and this, in the case of projects carried out partially by several companies simultaneously, may be difficult.

**Is the implementation of works on an oil platform subject to the same restrictions as other offshore units?**

**Ł.G** Definitely not – in the case of drilling platforms, strict restrictions concerning offshore units apply. One should remember that a rig is an object far offshore, it has no propulsion, it is in constant contact with a source of highly flammable and highly toxic substances, it has a high fire and explosion hazard, and therefore it has to meet extremely high engineering and technological requirements. In the case of FPF1, the renovation significantly increased the excavation capacity of the platform, and after rebuilding it has also become



a small refinery, requiring the implementation of specialized firewall standards and high quality HVAC systems performing their function under harsh offshore and refinery conditions. The safety and comfort of people working on such units is absolutely the most important. Fire protection measures must meet the highest possible standards for the protection of health and life, both outside and inside the housing module.

**It sounds very serious. What was the most breakthrough project for FAST implemented in terms of equipping the interior of offshore units?**

**ŁG** The most breakthrough implementations exceeding all previous capacities were jack-up units - Innovation and Vidar - sailing hydrotechnical vessel with a heavy crane system, specially designed for the construction of offshore wind farms. They were one of the first units of this type with such a large range of insulation and interior furnishings. In these projects, the wall soundproofing insulation system was of great importance, protecting people inside the unit against noise caused by the intense work of cranes.

**What other insulation systems are used on vessels and why are they so important?**

**ŁG** Above all, thermal ones, which, in simple language, make the vessel warm and dry, provide the comfort of living on the unit. Another type is the aforementioned acoustic insulation that protects against noise and damps vibrations - it is used, for example, in the case of so-called floating floors to reduce the flow of air sounds and impact vibrations between floors. In this case it is about the comfort of silence, noise can be a very tiring factor. And, for safety reasons, fire insulation is very important - a coating that protects against the spread of fire from non-combustible materials. Fire protection systems also include PFP technologies, i.e. passive fire protection. In this case, the mechanism of action is different - under the influence of high temperatures, the coating on metal structures swells, and isolating it from the distorting agent, it extends the time for safe evacuation of

people. Such solutions are used especially in high risk environments, such as oil and gas processing, in the petrochemical and energy industries. We used it, among others, on the mentioned PFP1 offshore platform.

**Are you able to estimate the surface area FAST has insulated in the last 30 years of operations in this field?**

**ŁG** Approx. 1,000,000 m<sup>2</sup>. We can easily say that insulation systems are a cup of tea for us.

**Thirty years of equipment works on vessels result in a lot of experience. What projects constituted a challenge for your capabilities in this field?**

**ŁG** Ferries and cruise ships are always an interesting challenge, because of their large surface area and the specificity of the equipment standard. This was also the case with, for example, two passenger and vehicle ferries for Scandlines which were equipped at the Munkebo Fayard A/S shipyard in Denmark. Both units, Berlin and Copenhagen, are very innovative both in technological terms – hybrid drive, diverse energy-saving and ecological systems - as well as modern interior design, combining innovative aesthetics with ergonomics. The task of FAST was to develop

working documentation as well as complex delivery and assembly of interior design elements in public areas - a spacious shopping zone, restaurants, cafes – the complete building area is a total of 3,500 m<sup>2</sup> on one unit. We are also currently working on a very demanding equipment project - the Honfleur ferry being built for Brittany Ferries at the FSG shipyard in Flensburg. It is a dual fuel type ship - fueled by LNG or alternatively by conventional fuel - the first ecological unit of its kind that will serve the English Channel region. I can honestly say that it will be one of the most beautiful ferries we had the opportunity to equip, a standard of performance modeled on luxury cruisers. Among the nearly 400 cabins equipped by FAST, there will also be those with a deluxe or suite standard - for the most demanding travelers. In addition to the obvious requirements for aesthetic values, very strong emphasis is also placed on sound absorption, which directly translates into the comfort of travel.

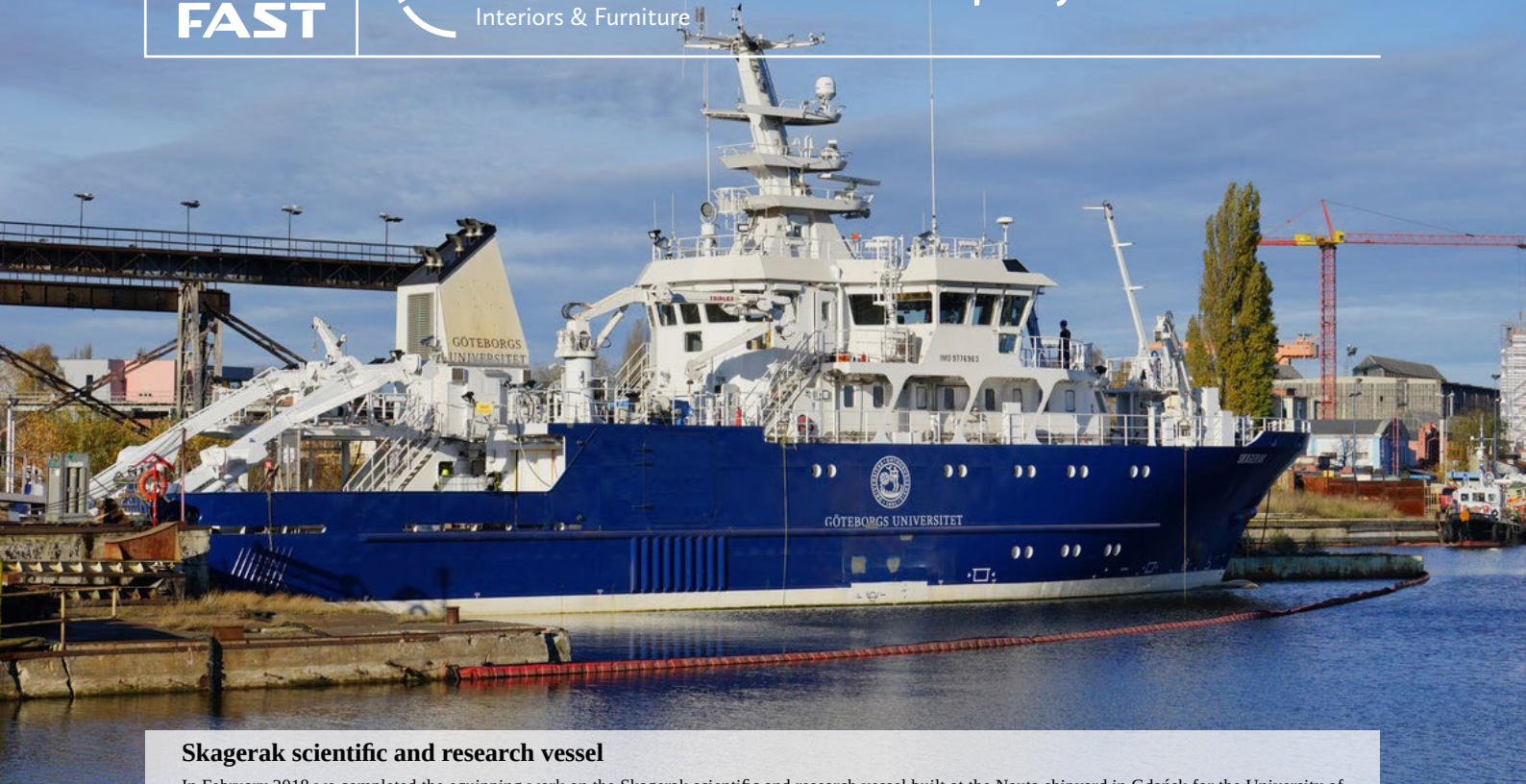
**FAST does not operate only in Poland. It has been implementing projects abroad, including projects intended for exotic directions. What are they?**

**ŁG** We have been cooperating with the FSG shipyard in Flensburg for many years. We have also often cooperated with Norwegian, Danish and French shipyards. We implemented numerous repairs in much more exotic locations - in Brazil, Japan, USA - in the Bahamas. We worked in Spain, Portugal and the Netherlands. We equipped sailing ships for the Vietnamese and Algerian Navy, a self-elevating barge for the purpose of the Reunion island (French island located in the Indian Ocean), or a polar ship for transporting cargo in tanks between Antarctica and Australia.

**Thank you very much for your time. I wish you more decades of success.**

**ŁG** Thank you and we invite to cooperation.





### Skagerak scientific and research vessel

In February 2018 we completed the equipping work on the Skagerak scientific and research vessel built at the Nauta shipyard in Gdańsk for the University of Göteborg. The unit will be used to study global climate changes that occur in Scandinavia as a result of changes in the acidity of sea water and the direction of sea currents. Skagerak is 44.5 m long, 11 m wide and weighs approx. 800 tons, and a crew of five, along with scientists and students, will work on it. The scope of FAST's work included maintenance and painting works, insulation and delivery of materials, and comprehensive equipment for all rooms, including modern laboratories, refrigerators and sanitary blocks. The implementation was a big challenge due to the requirements for the chemical composition of the components - all materials used had to meet very restrictive constituent standards.



### **Aqua Tromøy**

As a partner of the shipyard Crist SA, FAST carried out works on an innovative vessel for the transport of live fish - Aqua Tromøy. The unit built for the Norwegian shipowner Artic Shipping AS (Artic Group) is probably the first ship for the transport of live fish built and fully equipped in Poland and then handed over directly to the shipowner. A modern, highly automated diesel-powered vessel, according to previous announcements, was to be operated in the North Sea and/or the North Atlantic Ocean and the Pacific, but it is now known that the unit will be employed on Canadian Marine Harvest farms and renamed the Blue Revolution; it will be used to transport live salmon to the processing plant on land. The scope of FAST's work included full surface protection of the vessel.



### **“Transporter” Goliath crane**

In March 2018 FAST completed the project of partial surface protection of „Transporter” Goliath crane. The final customer of the project is Newport News Shipbuilding from the United States. Due to the very high priority of the project, the work was carried out under strict rigor of the quality standard and the deadline for implementation. It was the first FAST project for this customer, however, it perfectly fits into the strategy of further development of our company, which is why we count on continued cooperation.



### **Ocean Star**

As a partner of the Nauta shipyard, FAST realized the surface protection process of the Ocean Star fishing vessel owned by the Mewstead shipowner. The pelagic trawl unit is 87 meters long and 17 meters wide and in its holds it can accommodate about 2,500 fish that is then transported using special pumps from the net to the hold.

The vessel is most probably the most modern unit of this type in the world, it has advanced equipment, including fish searching devices. The shipowner Mewstead is a company run by two families - Tait and West. The institution has a very family character, children and grandchildren of the owners work there.





# Sky is the limit

An interview with Mikołaj Konieczny, Managing Director at the FAST furniture plant



Mikołaj Konieczny  
Managing Director, FAST  
production plant in Skórcz



**FAST is celebrating the 30th anniversary. The furniture plant in Skórcz has existed nearly since the inception of the company and it was the first registered head office of FAST. Tell us what kind of interiors have been equipped by FAST during the last three decades.**

**MK:** Generalising - hotels, commercial spaces and ships. Developing the subject of hotels - large network conference centers, luxurious five-star facilities for top hotel brands, elegant SPAs, sophisticated private investments and cozy little hotels. In the case of commercial spaces, our implementations include bank branches, retail stores, office buildings, clinics and even a museum. In the case of ships - ferries, trawlers, offshore platforms, special tasks vessels and even yachts - we produce furniture and equipment dedicated to a specific unit. In fact, we can equip absolutely any interior.

**This is not a modest statement...**

**MK** Modesty is a noble feature, but business is guided by its laws. We inhibit the development of the company when we are too modest with respect to our own capabilities and skills, and to how professionally we are able to provide a service that another professional needs. Exaggerated modesty is not useful when we follow a vision and implement ambitious goals - and we implement them.

**Of course, I understand. But are you actually able to implement any equipment project? No exceptions?**

**MK** We have never refused a project for technological, constructive or production reasons. We have a very richly equipped plant, adapted to the production of contract furniture - that is, upon an individual order of

the customer, for a specific project. And believe me, the imagination of architects is unlimited, and the investors' aspirations are huge. The market is more and more demanding, and the expectations as to the quality and precision of the implementation are really high. Our customers visit our production plant and are extremely impressed by our machine park and a wide range of tools that allow us to fulfill any designer's imagination. We work on virtually unlimited range of raw materials, we use very advanced paint technologies with the possibility of obtaining high gloss and deep mats, we use modern bending methodologies, we have the ability to create asymmetrical forms and we can combine very diverse materials. Please also remember that we have 30 years of professional knowledge - experience at the base and very systematic development. We are sure of our capabilities. But people are more important than machines, without our employees the tools would be useless.

**What is the employment cross-section of a plant that functions so effectively?**

**MK** At FAST we employ excellent professionals - carpenters, painters, fitters - who have been working for us for a long time. Nothing is too difficult for them, they have this expertise in their blood. Some have been with us from the beginning. They are watched over by experienced management staff, and the production is assisted by a team of constructors who work on the most modern design programs cooperating with machines. The

potential of our design department is unlimited. The sales and administration support is very valuable, which very efficiently moderates operations of the plant. Generally - I am very proud of our team in Skórcz.

**We already know the company's strategy, its potential and professionalism of the team. Who is this demanding recipient?**

**MK** Our customers in the hotel industry are both individual investors and top global brands - Sheraton Hotels & Resorts, Radisson BLU, DoubleTree by Hilton, Park Plaza, Mercure Hotels, Courtyard Marriott, Golden Tulip - Hotels, Suites & Resorts, Hilton Garden Inn, Holiday Inn, Hampton by Hilton, Holiday Inn Express & Suites, Ibis Styles ... In the area of public spaces - for retail stores - Orange, mBank, Vision Express, Lotto; Medicus Center laryngology clinic or ... Haugland Miljø Innredning museum - Skanska Culture Center in Norway. I do not want to repeat myself, but we can really equip every interior ...

**I understand, but I am going to dig deeper. Please tell us about the largest challenge you have experienced.**

**MK** We have a lot of different challenges each year and they deal with different aspects of project implementation. Let me give you an example concerning the deadline regime - last year we equipped the Holiday Express Inn in Cologne, the largest facility of this brand in Europe - 323 rooms in ... 6 weeks. Another example - retail stores

located in shopping centers, such as Orange, must be equipped from scratch - in the night mode. We do it in 8 hours. We really manage to do it.

**I am very impressed. And how are logistic matters in such implementations?**

**MK** Imagine that every piece of hotel equipment, e.g. abroad, must be manufactured, packed, described in the plant and sent so that it gets to specific rooms – rooms that often differ in size or layout - at the appropriate assembly stage. These are really very precise deliveries.

**You must be very well-organized indeed.**

**MK** Yes. If we wish to be successful at implementing such projects, we must be really good planners. Imagine that part of the hotel is under renovation and the rest is functioning normally. We have to work so that hotel guests experience the least discomfort. For example, we need to plan noisy works, like drilling, so that they are performed only during the day within specific hours. Which means, we have to plan works in detail in each room, predict every detail and then fit within the time available. This was the case with one of the most prestigious projects we had the opportunity to participate in - renovation of Sheraton Hotel in Warsaw under the slogan „We bring back glow to the icon”. The project was a huge logistical and organizational challenge, but it was completed with full success - the extension of the scope of works confirmed the investor’s satisfaction.

**Describe customer service that would ensure that a customer would like to recommend a contractor or order their services again?**

**MK** It should be the way the customer wants it. Everyone

has their individual needs and we need to decide what to emphasize. Regardless of the specificity of the project, we take care of the implementation timeliness and communication – the customer knows exactly what is happening at each stage of implementation, and of consistent quality – if the customer gets a sample of our work or material, he can be sure that the final implementation will be maintained at the same level. Flexibility and the ability to recognize potential additional needs the investor has not predicted are very important. One must be able to make quick and correct decisions and solve any complications. We analyze the market, we follow the trends – we are up-to-date and we do everything to be reliable and competent for our customers. Trust is built in years, but it can be lost very quickly, that’s why we look after it so much. Customers return to us, they recommend us and they are willing to give us letters of recommendation.

**And how does the acquisition and service of implementations by FAST work abroad?**

**MK** Recognizable brand and references help a lot. Recommendations by a trustworthy party are also important. Linguistic competences are meaningful, as well. And of course, everything we ensure also on the domestic market – timeliness, quality, reliability and flexibility.

**What was the most specific implementation by FAST?**

**MK** I think it was the equipment of Ishavshotel in Tromso in Norway. During this implementation, nights lasted 23h and during our free time we could admire stars in the sky and Aurora borealis.

**The largest project?**

**MK** Certainly, hotels of the Gołębiewski chain which have approx. 500 rooms each, DoubleTree By Hilton in Moscow with its 440 rooms and Narvil Hotel – due to its extensive surface area and the scope of works. In terms of commercial space I think it was the project of equipping Orange retail stores all over Poland. The rebranding project for the same customer has been implemented for the fourth time.

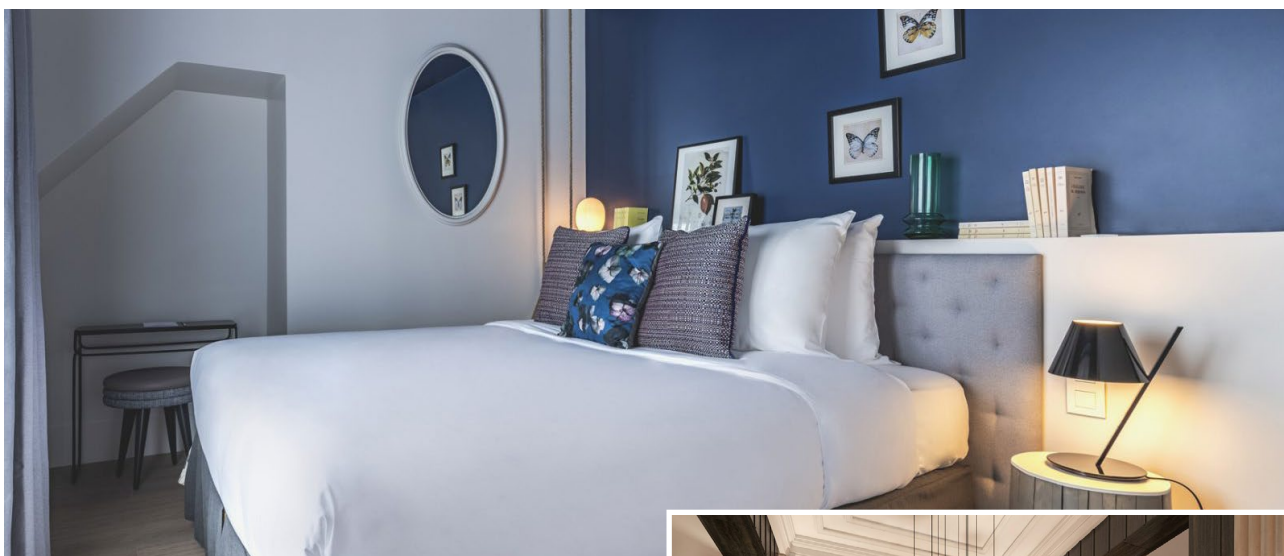
**And how about equipping vessels? What part of production is it?**

**MK** Elements of marine equipment constitute about 10% of the plant’s production. However, offshore projects have a completely different specifics than the land ones. In the equipment of vessels it is very important to limit the weight of individual elements, while maintaining their durability. We use special materials with appropriate certificates, there is a different technology of execution, and we use a variety of constructive nuances.

**What are the assumptions for another decade?**

To consistently develop in various fields in small steps, from investments in human capital, which is the most important, to buildings, machines and tools such as the new ERP (Enterprise Resource Planning) system, which aims to integrate all departments and functions in the company. The key to success is the combination of a healthy atmosphere and friendly interpersonal relationships prevailing in the plant with good tools that will allow to further develop the FAST brand.





**Belleval Hotel**

FAST equipped the interiors of the Belleval hotel in the center of Paris. The project was prepared in accordance with the design of the well-known French Architect - Jean Philippe Nuel, and the task of FAST was to make furniture for 52 rooms with bathrooms. The project was characterized by high quality discipline regarding the implementation of furniture elements in accordance with the rigorous requirements of the architect, especially in terms of refining the colors, details and finishes constituting a coherent whole with the overall concept of the interior of the room. The works were carried out in the facility where the renovation works were carried out at the same time, partly being the renovation of historical elements of the interiors.



**La Taverna Hotel**

In 2018 we implemented the La Taverna Tafers near Freiburg in Switzerland – a boutique hotel designed by Alex Kravetx which recommended FAST to provide the furniture. The task of our company was to provide furniture for 14 rooms and some common areas – the restaurant and reception. Once again, we were able to confirm the high quality of service and execution, especially in a very short time of implementation. Our timeliness allowed the customer to run the facility within the assumed time frame, despite implementation shifts independent of FAST.

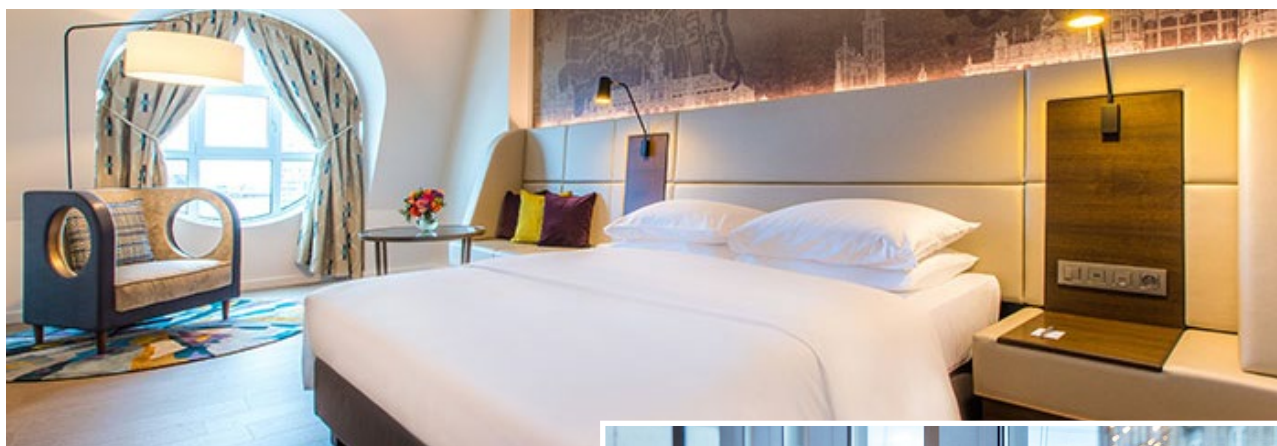




### Medicus Clinic – Laryngology Lower Silesian Center in Wrocław

FAST implemented a comprehensive equipment design for the outpatient clinic and the hospital branch of Medicus Clinic - Lower Silesian Center of Laryngology in Wrocław. The scope of FAST's work included the production and assembly of furniture and wooden wall enclosures. The interiors were designed by renowned architectural studio - JSK - branch in Wrocław.

The project turned out to be very interesting, but equally demanding in implementation - the executive challenges were rounded shapes of furniture and curved walls, requiring finishing with wood-like materials or conglomerates. What drew attention was, for example, the reception in the form of an oval shape intersected by horizontal wooden planes. All elements of the furniture were made of the highest quality materials, so as to give the interiors an aesthetic appearance also meeting the strict requirements related to the purpose of the object. FAST equipped a total of four floors of the building, from level -1 to level 2.



### Radisson BLU Hotel in Antwerp

In June we finished renovation works of the Radisson hotel in Antwerp. It was yet another major project of replacing furniture when the facility was operating, therefore the implementation required careful planning of works and meticulous coordination of activities with the hotel team and other subcontractors. The scope of FAST's work included 243 rooms and public spaces, including a restaurant, bar and reception.

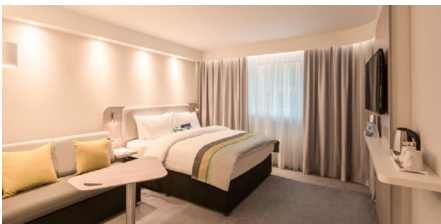


# TOP RESULTS OF FAST

## Projects implemented in the most demanding time regime:



*Edvard Grieg drilling rig* - completion dates for individual sections were just 3 weeks, which gives an average of almost a kilometer square of application per day.



*Holiday Inn Express in Cologne*, the largest facility of this brand in Europe - 323 rooms in 6 weeks.

## Project implemented on the largest surface area:



*„Innovation“ jack-up unit* - almost a million painted meters on one site and the largest area of insulation and interior furnishing on one site.

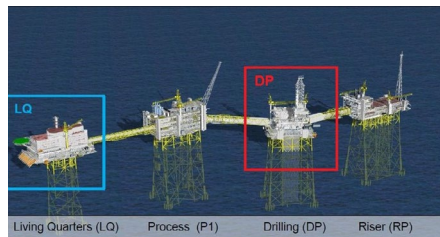


*DoubleTree by Hilton Moscow* - 440 rooms.

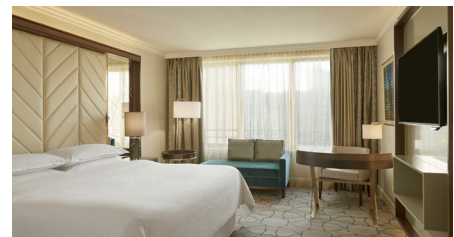


*Irish Ferries' ferry „W.B. Yeats“* - 516 cabins.

**Projects implemented in the strictest quality regime:**



Johan Sverdrup platforms - extremely high quality restrictions based on Norsok M-501 Rev. 2 standards 6 and extremely demanding systems based, among others, on silicates.



Sheraton Warsaw Hotel - renovation project under the slogan „We bring back glow to the icon”.

**Projects with the largest spectrum of the implementation scope:**

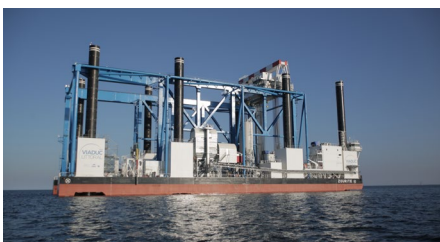


Hotel Narvil - comprehensive, going beyond the assortment of the implementation - in addition to the interior furnishings on the area of 47,500 m2 also putting plaster, general finish, lighting etc.

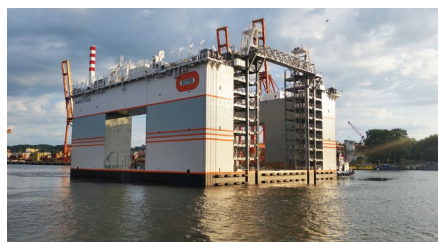


FPF1 offshore platform - a project of conversion and complete renovation of this powerful unit in the turn-key system.

**The most exotic projects:**



The Zourite building barge, which was created to build the longest sea viaduct along the coast of the French island La Reunion in the Indian Ocean.



Marco Polo floating dock - thanks to this absolutely innovative unit, it will be possible to expand the area of the Principality of Monaco by 6 hectares.



C 325 Piriou - a polar ship designed for transporting cargo in tanks between Antarctica and Australia.



Hotel Ishavshotel in Tromsø - a facility located in the Arctic capital, behind the Arctic Circle, equipped during the polar night.



# FAST - a certified company

We have implemented and continuously develop and improve the Integrated Management System including **ISO 9001, ISO 14001, PN-N-18001 and AQAP 2110: 2009**, which give our clients the certainty and guarantee of constant quality of services offered. We meet the highest standards and technical requirements, both in the case of offshore and land projects.



**The ISO 9001** standard provides systemic management of resources, knowledge and customer service, launches the process of continuous improvement of the business, ensuring efficient flow of information about tasks and their implementation.

**The ISO 14001** standard was developed to help companies and organizations in the field of environmental protection and reduction of pollution in accordance with the idea of sustainable development.

**PN-N-18001** is designed to maintain the trend of continuous FAST development and its activities aimed at improving the health and safety situation and aware compliance with procedures, which guarantees our employees and partners the safety and comfort of cooperation.



**AQAP 2110: 2009** is NATO's requirements for quality assurance in design, development and production.



We have a **NATO NCAGE** certificate that gives the **NATO Commercial and Government Entity Code (NCAGE)** as part of the NATO Codification System to entities of the national economy (PGN) whose business activity is related to the assortment of defense products covered by the Classification of Defense Products (KWO) or provision of services for defense.

**We constantly invest in employee training and development of their competences and skills.**



We have implemented the **IPMA (International Project Management Association)** methodology to improve the project management system and joined the group of members of this international organization.

**The NORSOK m-501** certificate proves that we meet stringent requirements for carrying out maintenance works on offshore structures.



**The IMO SOLAS** certification entitles you to carry out anti-corrosion works, including in ballast tanks, under the supervision of PSC and on vessels.

We are an expert in the PFP - passive fire protection applications, we have Chartek, Jotachar, Pitchar, Jotun and Firetex certification.



## FAST in industry rankings



### **Silver Quality Laurel**

For the implementation of modern methods of Management by Quality



### **Forbes Diamonds**

In the category of companies with a revenue level of 50 - 250 million in the Pomeranian Voivodeship.



### **Gazele Biznesu for FAST**

For the fastest growing companies

### **Gazele Biznesu for FAST Shipyard Services**

For the fastest growing companies

### **Gazele Biznesu for FAST GritBlasting**

For the fastest growing companies



### **Orły Wprost**

For enterprises that have achieved the highest average net profit in the last three years

# FAST in its social environment

**We want to develop responsibly.** We are aware that we are affecting the environment in which we operate. For society, the environment, for institutions. We want to get involved in this environment, protect it and care for relations with it. That is why we have implemented the CSR policy - that is, Corporate Social Responsibility, regulating economic, legal, ethical and philanthropic norms. We invite you to read the social mission of FAST SA contained in the CSR Policy at [www.fast.pl/about company](http://www.fast.pl/about company).



**Corporate social responsibility** - the concept according to which companies at the stage of strategy building take into account social interests and environmental protection as well as relations with various stakeholder groups.

According to this approach, being responsible does not only mean that business organizations comply with all formal and legal requirements, but it also means increased investments in human resources, environmental protection and relations with stakeholders that can have a real impact on the business performance of these organizations and their innovation. Therefore, such expenditure should be treated as an investment and source of innovation, not as a cost, as in the case of quality management.



**We support...**

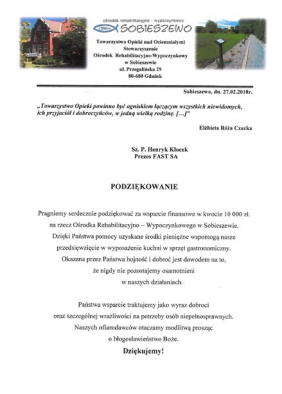


**Economy**

We are involved and we support economic actions.

**Sport**

We sponsor sports events and clubs.



**Children**

We undertake initiatives for children.

**The needy**

We are involved in actions for centers for underprivileged people.



On 4-7 IX FAST participated in SMM in Hamburg. We sincerely appreciate all visits at our stand during the show. We hope our proposals met our Guest's expectations and prospective cooperation development, as well as experience exchange, will benefit with mutual business success in the nearest future.

We invite you to cooperation.

