

GET TO KNOW 4PS



A MESSAGE FROM THE MANAGEMENT



WIM JANSEN
4PS Partner

Dear reader,

At 4PS we strongly believe that when you do something you love, you will achieve the best result possible. This does not only benefit your own wellbeing and success. We believe that by following our hearts, learning more and continuing to innovate 4PS is able to give companies in the construction industry a head start with our end-to-end standard ERP software 4PS Construct.

We decided to write this document to help our clients, future clients, partners and colleagues to get to know 4PS a bit better. In this document, we collected all - let's call them – softer elements which together form our Company Policy. This document does not just talk about software, development, consultancy or support.

It's also about who we are and what we stand for. You learn about philosophy and what can you expect when dealing with us or working with or for us. You will get an impression of our cultural beliefs and our promises to you. In short, we show you who we are and what we are all about.

We hope to give you a feel for our company, a company we built from scratch about 20 years ago. A company that now has over 450 customers, more than 320 employees, offices in 4 countries, customers in 20 countries and expertise with Microsoft 365 services with the addition of subsidiary Be-Sync. A company we are very proud of.

Thank you very much,
Wim Jansen

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HI THERE
WELCOME
TO 4PS



Our Mission:

TRY TO DO BETTER EVERY DAY

WHO ARE WE?

4PS designs, builds, implements and maintains the best software available for the construction, civil engineering and installation industries, based on the Microsoft Dynamics 365 Business Central Platform. Over 270 skilled professionals with a deep knowledge of the sector deliver solutions that meet the needs of over 450 4PS customers across the globe.

OUR SOLUTIONS

4PS creates 'Business Software' for the construction, installation and the civil engineering industries. Business Software is the umbrella name for all solutions we and Be-Sync develop, implement and maintain: 4PS Construct, Apps, Portals and document management solutions.

OUR STRATEGY

Our strategy is founded on three pillars:

- > Focus on strategic markets
- > Purchasing technology
- > Single-version policy

DID YOU KNOW?

4PS provides solutions for project-oriented companies. That is why we chose the name 4PS, as it stands for 'For Project Solutions'.

OUR VISION

We all want to live and work in a future-proof infrastructure, and all eyes are on the construction industry to make this happen. For example, make our homes and companies energy-neutral and prepare road networks for self-steering cars that ensure a reduced carbon footprint, reduce our impact on climate change and sustainable employability of employees.

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Did you know?

4PS supports the construction industry by providing business software that allows users to anticipate and keeping pace with market developments. We want to be the leading authority in this field. Our people are ambitious professionals who translate industry knowledge into practical and user-friendly applications. Our expertise is sought after, appreciated and praised at home and abroad.

OUR MISSION TRY TO DO BETTER EVERY DAY

It is our mission to give our customers a head start by improving the construction industry using innovative business software. We continue to focus on new developments and build on the futureproof Microsoft Dynamics platform. We translate questions from the industry into smart and practical applications. We work in close collaboration with our customers, with a clear focus and inspirational vision on progress. This is how we try to do a little bit better every day.

AWARE

DURABLE

TAKING THE LEAD



Familiar with the construction industry



We stand for durable relationships



Innovation applicable by 4PS



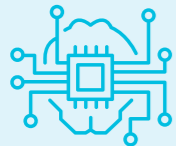
Knowledge of the software



Personal approach



Driven to continue to improve



More than 20 years experience with customer implementations



Long-term cooperation is what motivates us



Creating value and trust

THE 4PS

BRAND

VALUES





OUR PROMISE TO YOU

CONSTRUCTION INDUSTRY TAKING THE LEAD

The construction industry is rapidly changing. Companies want to be able to keep up and be one step ahead of the rest without losing grip on projects and organization. We give companies a head start with standard ERP software, designed specifically for the industrial and residential construction, civil engineering, installation, service and maintenance and equipment rental sectors.

Together with Microsoft we continue to innovate and focus on improvement. We pride ourselves on speaking the language, making active contributions and thinking ahead on subjects such as digitization, sustainability, chain integration, efficiency or international aspirations.

Our integrated solution helps companies to lay foundations for the future. This is how we will continue to lead the way.



RECOGNITION FOR 4PS

Our goal is to make sure the construction, civil engineering, and installation industries have a future-proof foundation to stay ahead of their competitors and be ready to face their challenges in this rapidly changing world. So, customer satisfaction is our measure for success for the work we do at 4PS. But of course, external recognition for our hard work makes us very proud. That is why we are honoured by the following awards and achievements:

- > Construction Computing Awards: Construction Management Software of the year *winner 2020*
- > London Construction Awards 2019: Construction Software of the year
- > 2016 Microsoft Dynamics ISV of the year *winner Western Europe*
- > 2016 Business Enterprise of the Year in the municipality of Ede

Our solution:

4PS CONSTRUCT IN THE CLOUD



Did you know?

Microsoft invests over \$ 1 billion annually in cybersecurity research and development to be able to make constant improvements to the Microsoft Azure Cloud.

So how does 4PS empower business leaders in construction to grow their business and move forward in a rapidly changing world? The answer is our integrated cloud-based ERP system 4PS Construct.

This software solution supports all key business processes so construction companies get full control and visibility on their projects to maximise projected margins. The result: better insight into the entire process!

4PS Construct is based on the cloud-based Microsoft Dynamics 365 Business Central platform. This means that all Microsoft technologies are integrated, and the software is available anytime, anywhere and on any device. Therefore our clients always have the latest software at their disposal and automatically benefit from the latest developments.

4PS also offers apps and portals that work integrally alongside the basic ERP package. Whether it is On-site App (connecting the construction site and the back office), Homectrl (home buyer portal allowing buyers to configure their dream homes online) or Be-Sync Information Portal (DMS for the construction industry), we aim to bring the benefits of digital transformation and the latest innovations to the construction industry.

BENEFITS OF WORKING IN THE CLOUD

- > **Available anywhere and anytime:** no matter where you are, you can always access all data and documents in 4PS Construct.
- > **Flexible:** cloud solutions are easy scalable. You can easily scale up or down according to your business needs.
- > **Safe and accessible:** When using 4PS Construct in the cloud, all data is stored in the Microsoft Azure Cloud. The Microsoft Azure Cloud has an availability of 99.9% and Microsoft applies a security standard of 99.9%. Microsoft meets the highest security requirements/ISO certifications. The Microsoft Azure Cloud offers you more protection than any other server form.



4PS and Microsoft: A DURABLE RELATIONSHIP



Our partnership with Microsoft matters. 4PS and Microsoft are inseparable, but at the same time unique. Our ERP 4PS Construct is based on the reliable and future-proof Microsoft Dynamics 365 Business Central. This renowned ERP is used and trusted by millions around the world. It enables our customers to innovate fast and grow their business, and ultimately will help customers to take the lead.

MICROSOFT INNER CIRCLE

4PS is also a member of the prestigious and select Microsoft Inner Circle for Microsoft Business Applications. This places 4PS in the top 1% of Microsoft Business Application partners worldwide. Inner Circle members are chosen based on their business performance, development of innovative solutions and focus on digital transformation. A wonderful recognition for our efforts to provide the best integrated construction software solution for our customers.

Being an Inner Circle member of course has advantages; for 4PS, our partners and our customers. Inner Circle members:

- > are the first to receive technological previews from Microsoft and
- > get to work closely with the Microsoft Development team in Copenhagen.

This allows us to keep up with the latest technological developments, so customers can take the lead in the construction industry.

MICROSOFT GOLD PARTNER

4PS is a Microsoft Triple Gold Partner; this means we achieved Gold partnership in three different areas. This of course makes us incredibly proud!

We are a Gold partner in:

- > Cloud Platform
- > Enterprise Resource Planning (ERP)
- > Application Development

As Gold partner we work closely with Microsoft, and we meet the highest standards of Microsoft.

Our DNA:

HOW WE KEEP GETTING BETTER EVERY DAY

We want our customers to have an edge over their competitors by using our solution. That is why we focus on new developments that deliver better functionality and build on the technology of the industry leading Microsoft Dynamics platform. Our core values help us to continue, to improve and innovate.

Follow your heart

We are construction to the core and we love what we do. When you put your heart and soul into something, as we do, you generate the energy you need to deliver the best. That's what drives us to keep improving, to deliver real quality and to have a great time doing it.

Innovate

You only stay ahead of the pack by going the extra mile – by identifying new trends and ideas, and by taking the initiative to explore them further. With an open mind and the courage to think outside the box, we focus on innovation that delivers real improvements for users.

Learn more

Understanding our customers' needs is key to our success. Finding out about the issues you face, how you work and the technology challenges you encounter helps us to design better solutions. We listen to customers to learn how we can help contribute to the growth of your business.

At 4PS, we aim to provide the best service for our customers worldwide. This starts by looking out for each other. Our strong family culture makes sure that we not only look after our clients, but also after our partners and colleagues. This creates trust and helps us to live out the values, to follow our heart, learn more and innovate.

AT 4PS WE

- > Speak up when something is wrong
- > Read, understand and comply with the 'House rules' document
- > Understand the requirements, laws and regulations that apply to our job
- > Keep training ourselves on subjects as integrity, trust and feedback
- > Speak with one of the confidential counsellors when we have sensitive matters to discuss
- > Continue to work on our personal development

THIS IS HOW WE TREAT EACH OTHER

4PS was founded in the Netherlands, that is why we take the first article of the Dutch Constitution very seriously: "All persons in the Netherlands shall be treated equally in equal circumstances. Discrimination on the grounds of religion, belief, political opinion, race or sex or on any other grounds whatsoever shall not be permitted."

This means that **we treat each other as equals and do not accept discrimination in any form**. We expect you to speak up when confronted with unethical behaviour. This could either be with your manager or someone from HR. Managers should lead by example, in order to promote equality and diversity.



Our 4PS CULTURE



WORKING 2.0

At 4PS we strongly believe in Working 2.0. There is no need to spend every day stressed out in a traffic jam to get to the office. We believe you should work at the place that serves your work best and when you are at your best. That doesn't only benefit our employees, it's also a lot better for the environment!

We use the following principles:

- > Internal and external **customers are leading**
- > We stay **oriented on the result and outcome**
- > We encourage you to take the **freedom to make these decisions** and to be **transparent** about them.

RESPONSIBLE TRAVEL

We care about the world we live in and try to reduce our carbon footprint by encouraging people to work from home. But sometimes travel is necessary to maintain good relationships with clients or partners. This is something we promote, but at the same time we encourage you to be conscious about your carbon footprint and to stay critical when making travel plans. Let these principles guide you in setting up your travel arrangements:

- > Travel only when necessary
- > Be transparent about the purpose of your trip
- > Do not be extravagant in the way you travel, eat or drink





Our clients and partners

WHAT DO OUR CLIENTS SAY?

4PS has a strong customer-first approach. This is how we build long-lasting, durable relationships with our clients. How exactly do we go about?

- > We speak Construction. We focus on one industry and know the industry inside out.
- > We involve our customers in the development and optimization of our products.
- > We guide customers with our unique ERP implementation every step of the implementation process.
- > We never stop learning to give the construction industry a head start.

But do not take our word for it, let's see what our clients have to say about 4PS and our solutions!



" We are a company that has taken on more ambitious, more complex projects and done it in some instances in countries where we've never operated before. 4PS has an important role to play in supporting us as we enter our next phase of growth."

KIRBY GROUP ENGINEERING
Ireland & United Kingdom



" We were really looking for a partner in digitalization and we found it in 4PS. During the sales process, we immediately noticed that there was a clear vision and roadmap, and the team's Microsoft knowledge and know-how and industry-specific experience stood out."

DECAT
Belgium



" Our processes are now fully structured around 4PS Construct. Consequently, 4PS is an important partner for us."

**VOLKER WESSELS
MATERIEEL & LOGISTIEK**
Netherlands



" 4PS Construct is so broad and supports all our basic processes, we knew it was a good choice."

RADIO HOLLAND
International
(Offices in 20 countries)

4PS goes international: OUR PARTNERS



Several years ago, we took our first steps in the field of international expansion when several internationally operating Dutch customers asked to use our products in other countries. We then looked in the comprehensive Microsoft partner channel for partners to represent us in these countries. This resulted in 6 partnerships to represent us in 25 countries.

In addition to our partner network we now have 4PS offices in the Netherlands (Ede), the United Kingdom (Birmingham), Belgium (Ghent) and Germany (Ulm).

Today, we collaborate with partners in strategic countries where we have no representation yet. Additionally, we are often approached by other Microsoft partners who want to represent our products in their country or region.

We have a long-term relationship with our partners. They are very important to us. We work closely together, give them personal help whenever it is needed, visit them regularly, organize partner events and support their marketing team.

320+
Employees

4
Locations

450+
Customers

6
Partners
(International)



Fellowwind



4PS within THE SOCIETY

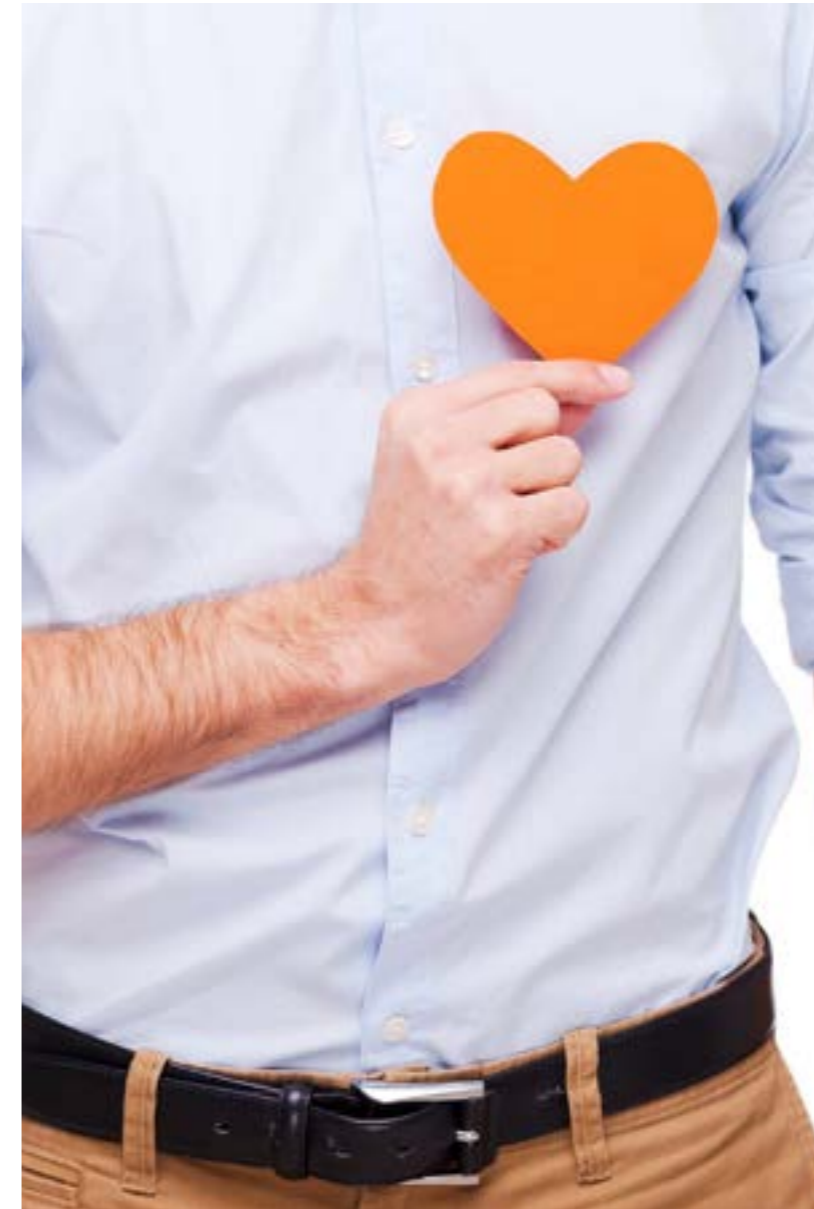


CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility (CSR) and sustainability grow in importance as more issues arise around the environment and society. At 4PS we aim to be as environmentally friendly and efficient as possible in everything we do. This is even reflected in our brand values: conscious, **sustainable** and leading the way. This is why CSR is now a permanent part of our agenda.

We do this by creating awareness for our sustainability initiatives. We encourage our employees to **work remotely** (working 2.0), **travel responsibly**, use as **little paper as possible** and have **sustainable promotional gifts**. With these initiatives we aim to reduce our carbon footprint.

We believe we can make the world a better place and we try to do our bit through various initiatives in our corporate social responsibility activities. Over the last few years, we took part in and contributed to various CSR initiatives.



THE 3 P'S OF CORPORATE SOCIAL RESPONSIBILITY

> PEOPLE

We take the wellbeing of our employees and society in general very seriously. An important part of 4PS is therefore investing in staff and customers so we can continue to grow and innovate together.

> PLANET

We believe it is important to be conscious of our environment in all our business activities.

> PROFIT

We do not only look at turnover and profit, but also consider it important to look at the economic effects of our business activities on the immediate environment.



Respect

LAWS AROUND THE WORLD

4PS operates internationally. As a global business, 4PS is committed to complying with the laws in all countries where we operate. We respect laws and regulations wherever we do business.

GDPR

It is our responsibility to protect your privacy. In our privacy policy we explain what data we collect when using our website, why we gather this data and how we use it to improve the user experience.

LOCAL LEGISLATION

We follow the laws and regulations of the Netherlands, the European Union and of all the places where we operate. We make sure our software solutions are always in compliance with local legislation.

COMMITMENT FROM MICROSOFT

Microsoft is committed to safeguarding individual privacy with Microsoft cloud services and protecting your data against external attacks. The Microsoft cloud services comply with or exceed all EU guidelines. In addition to this Microsoft will go beyond the existing data storage commitments with the EU Data Boundary for the Microsoft cloud. This enables customers to process and store all data in the EU. More about this can be found here.

MORE INFORMATION?

Would you like to hear more about 4PS or are you interested in our products? Do not hesitate to contact us, we would love to tell and show you more!

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