**PACKAGING SYSTEMS**

- **SCHÜTZ FRANCE: OUR FIRST INTERNATIONAL SUBSIDIARY CELEBRATES ITS 30TH ANNIVERSARY** .......................................................... 2
- **SCHÜTZ USA – SUCCESSFUL SHOWING AT PACK EXPO** .......................................................... 5
- **SCHÜTZ AT FACHPACK 2019: CLEAN PACKAGING SOLUTIONS FOR MORE EFFICIENCY** .......................................................... 6
- **WINE-STORE-AGE WINS OVER WINE PRODUCERS IN THE PRESS HOUSE AND CELLAR** .......................................................... 9
- **NEW TICKET PORTAL – AN EVEN FASTER TRACK TO THE BEST SERVICE!** .......................................................... 12

**ENERGY SYSTEMS**

- **NEW TACKER PANEL SYSTEM FOR BUILDING RENOVATION PROJECTS** .......................................................... 14

**COMPOSITES**

- **SIERSHAHN FACTORY NOW ALSO HAS AS9100:2016 CERTIFICATION** .......................................................... 16

**COMPANY**

- **BETTER EDUCATED – IN THEORY AND PRACTICE** .......................................................... 17
- **CONGRATULATIONS TO SCHÜTZ’S JUBILARIANS** .......................................................... 20
- **TOP FIT AT WORK** .......................................................... 21
Keeping pace with the expansion of the global SCHÜTZ network, our French subsidiary has also developed dynamically. From initially 13 employees, the company now has more than 150. Since 2014, SCHÜTZ France has been operating a second plant in St. Étienne in addition to Marcoussis. In addition to the IBC production and container collections and reconditioning, our subsidiary in France offers the complete SCHÜTZ packaging portfolio. SCHÜTZ France has long since been the market leader in the IBC sector, and we intend to further strengthen this position by on-going investments at both company locations.

MARCOUSSIS WAS THE IDEAL LOCATION

The site, located 35 kilometres south of the French capital, Paris, was originally used as the construction centre for the TGV tunnel. It had a building structure that was high enough to accommodate our blow moulding equipment. The convenient logistical location close to the important motorway junctions and the Orly and Toussus-le-Noble airports are further advantages of the location, which also has plenty of additional space for future projects. Our Marcoussis plant has displayed a steady growth from the very outset.

Our French subsidiary started producing IBCs in 1992; later, the name was changed to SCHÜTZ France. The following years were characterized by successive expansion and modernisation, including the commissioning of the first grid welding line, the installation of a second extrusion blow moulding line and the start of PE pallet production; local IBC reconditioning commenced in 2000.

The facilities and technical equipment were continually expanded and modernised. A new administration building with an extensive infrastructure was built in 2004. In 2014, the fully automatic grid welding plant went into operation, which shortened steel grid production times even further. The production of inner bottles was raised to a new standard in 2017 with a new 6-layer blow moulder capable of producing inner bottles with conductive or antistatic outer layers for use in ex-zones. It also

A strong international network is what makes the SCHÜTZ Group really stand out on the global packaging market. It all started in 1989: SCHÜTZ’s first subsidiary outside of Germany, called SCHÜTZ Production, started operating in Marcoussis, France, producing 120 litre PE drums. Andrea Adolf, General Manager of SCHÜTZ France, takes a look back at the development of the last 30 years: “Thanks to numerous investments and expansions, we are perfectly positioned to remain a competent and reliable partner for our customers now and in the future.”

SCHÜTZ France has long since been the market leader in the IBC sector.

SCHÜTZ FRANCE: OUR FIRST INTERNATIONAL SUBSIDIARY CELEBRATES ITS 30TH ANNIVERSARY
allows an EVOH permeation barrier to be incorporated, opening up completely new fields of application for the SCHÜTZ IBC. The latest investment, a new warehouse for finished products including special separate storage areas for our FOODCERT and CLEANCERT models, opened up in September 2019.

**OUR ST. ÉTIENNE LOCATION – IDEALLY POSITIONED TO SUPPLY OUR CUSTOMERS IN THE SOUTH**

Our second French site started producing new IBCs and reconditioning empty containers in 2014. Our customers in the Rhône-Alpes region, the region with the second-largest economic power in France, and in Switzerland benefit from the additional increase in supply security, services and even greater flexibility. In 2018 we expanded the production and storage capacity of the site by adding a new hall. At the beginning of 2020, another new multi-layer blow moulding unit will go into operation. With two ultra-modern plants, equipped with several extrusion blow moulding lines for the production of multi-layer IBCs, fully and semi-automatic grid welding machine, local steel and plastic pallet production as well as high-performance reconditioning lines, SCHÜTZ France operates at the cutting edge of technology. There are benefits for the environment, too: in France, as elsewhere in the SCHÜTZ network, the high-quality recyclate that we recover from collected inner bottles is used for the production of our plastic pallets, meaning that this material is reintroduced into packaging production.
30 SUCCESSFUL YEARS – THANKS TO OUR CUSTOMERS AND STAFF

In the 30 years since it was first set up, our French subsidiary has produced and supplied millions of IBCs to customers in a wide range of industries. The portfolio has been rounded off by the addition of many other types of packaging. “This is more than reason enough to thank all our employees for their loyalty, dependability and commitment”, says Andrea Adolf. “Many have been with us from the very start, something that has become increasingly rare.”

She also thanked all the customers, partners and friends of the company, without whom our successful development in France would not have been possible. The goals for the future are clear. “We want to consolidate and further expand our leading position in the market”, says Andrea Adolf.

2017

the production of inner bottles was raised to a new standard with a new 6-layer blow moulding machine.

2018

we expanded the production and storage capacity of the site by adding a new hall.

2019

the latest investment, a new warehouse for finished products including special separate storage areas for our FOODCERT and CLEANCERT models, opened up in Marcoussis.
For over ten years, SCHÜTZ Container Systems has represented us at Pack Expo, and this year we again presented our comprehensive range of products and services at the SCHÜTZ booth. Highlights included our new ECOBULK variants with integrated liner systems, which won over the expert audience. As a top innovation, the CLEANCERT + DUALPROTECT and the FOODCERT + ASEPTIC are delivered “ready to fill” for particularly demanding and sensitive filling products with special safety and cleanliness requirements. The integrated liner has UN approval and consists of a high-quality LDPE film that unfolds and aligns automatically in the inner container during the filling process. The filling product is hermetically enclosed by the liner and shielded from the ambient atmosphere. Contact with oxygen or condensation moisture is avoided which extends the shelf life of the filling product.

The SCHÜTZ IMPELLER generated particular interest at our booth. It masters the challenge of stirring and homogenizing viscous products without the risk of contamination. The immersion of a conventional stirrer can lead to contamination due to remnants of other substances on it. As a single-use stirrer, the IMPELLER is connected to the screw cap of the IBC and is inserted into the opening at the factory. Containers with the IMPELLER can remain closed throughout the entire supply chain from filling to removal – even during stirring.

The exhibits also included our full range of steel and PE drums and the new ECOBULK SX-D for transporting flammable and combustible liquids. The inner bottle of this 1,000-litre IBC is protected by the steel grid as well as a steel hull. The hull is welded to the bottom plate, creating a double-walled construction that ensures maximum safety and prevents leakage of the filling product even under extreme conditions. The container passed the UL 2368 fire test conducted by Underwriters Laboratories Inc. and is suitable for transporting flammable and combustible liquids (only Combustible Liquids if storage is required according to NFPA 30 Code).
SCHÜTZ AT THE FACHPACK 2019: CLEAN PACKAGING SOLUTIONS FOR MORE EFFICIENCY

“The Power of Blue” was the slogan for our booth at FachPack (24–26 September), where we presented our sustainable packaging for liquid filling goods. Blue is not just the colour of our corporate design, it also stands for sustainability and for the protection and conservation of Earth, the blue planet. Since the company was founded, SCHÜTZ has been committed to sustainability, and this philosophy corresponds with the “Environmentally-friendly Packaging” motto of this year’s anniversary edition of the trade fair. Blue also symbolises cleanliness, which was another important topic at the SCHÜTZ booth (Booth 237 in Hall 6). Cleanliness and hygiene are key factors in all stages of production – from production quality to product shelf-life – and they have a decisive influence on the entire supply chain.

The expertise of the audience was evident in the many interesting discussions we had with our customers and trade fair visitors who came to the SCHÜTZ stand to find out more about our products. There was also great interest in our current packaging solutions from numerous journalists from Germany and the neighbouring countries.

DUAL PROTECTION THANKS TO LINER SYSTEM

Products on display at our booth that comply with the highest cleanliness standards included the ECOBULK FOODCERT + ASEPTIC and the CLEANCERT + DUAL-PROTECT. These two containers are fitted with a liner system that includes UN approval. For maximum ease-of-use, the containers are delivered “ready to fill”. The liner is made of top-grade LDPE film and it unfolds and aligns itself automatically in the inner bottle during filling. This is a product that combines many advantages:
The integrated liner minimises oxygen contact during filling and within the packaging, thus preventing the filling product changing when exposed to oxygen. The risk of contamination is avoided, and there is no risk of the filling product coming into contact with condensate which can form inside the inner bottle. This extends the product’s shelf-life and helps to reduce the need for preservatives. The liner acts as an additional, independent barrier: encased in the leak-proof IBC bottle, leaks are effectively prevented. The liner also helps to prevent hardening and premature curing, for instance, in adhesives, making the ECOBULK CLEANCERT + DUALPROTECT ideal for transporting products manufactured by the adhesives industry. During production of the ECOBULK FOODCERT + ASEPTIC the integrated liner and valves are sterilised by gamma radiation, making them the optimum choice for especially sensitive applications that require aseptic conditions.

OPTIMUM STIRRING WITH THE IMPELLER

Visitors to the booth were able to observe how the SCHÜTZ IMPELLER works inside the inner bottle. A specially prepared IBC with a transparent element provided a glimpse inside the container. The single-use stirrer is attached to the screw cap of the IBC, allowing the packaging to remain closed along the entire supply chain from filling to discharge – for complete cleanliness. The system allows the filling products to be evenly stirred. A conventional drive system can be connected for stirring. The exhibit at the booth was
equipped with a model made by the agitator manufacturer Planetroll. The IMPELLER has proved to be highly efficient in practical trials in a wide variety of sectors, from paints and coatings to agriculture and automotive. Depending on the rotation speed, the moving wings of the Impeller change position. This ensures a homogenous consistency even with highly viscous products and it enables even small residual quantities to be effectively stirred. The IMPELLER is a single-use system, which greatly reduces the risk of contamination. There is also no need for time-consuming cleaning, thus eliminating the associated costs. The IMPELLER is available for all 1,000 and 1,250 litre ECOBULK types with DN 150 and DN 225 filling openings.

AUTOMATIC LOCK PROTECTS ORIGINALITY

In Drums, the AUTOMATIC LOCK cap seal system protects contents from contamination. It consists of a plug and a seal cap and is suitable for manual and automatic fitting. An exhibit demonstrated the advantages to the trade show audience: the plug cannot be opened without destroying the seal cap as the inner seal ring is firmly incorporated in the cap, effectively protecting the contents against tampering and contamination and safeguarding the original quality of the filling product.

We also showed proven classic products at the trade show, including a wide range of PE and steel drums.
Already tried and tested on the other side of the world, in a number of practical tests conducted in Germany and Austria in 2018 our IBC for wine demonstrated that it is also highly suitable for the European market. The model from the FOODCERT line which is certified in accordance with the very highest industrial standard for foods, FSSC 22000, has an EVOH permeation barrier that prevents oxygen, nitrogen and other gases from permeating in and out of the container. With a filling volume of up to 1,000 litres, this IBC can be optimally used in many phases of wine production, for the storage of must to mash fermentation, for the maturation of fine wines, subsequent ripening, storage or simply for the transport of grape must, young wine or finished wine. Three years ago, these outstanding characteristics were confirmed in a series of tests conducted by experts from the Australian Wine Research Institute. A little more acidity in the grapes, fewer problems with high sugar levels and correspondingly high alcohol levels, good quality and a lower yield than in 2018 – these were the initial forecasts at the start of the grape harvest this year. Although there had been heat and drought, like in 2018, the experts said that the rain in August and early September was good for the grapes. The SCHÜTZ WINE STORE AGE IBC, which was very successfully tested by scientists and winegrowers, will again be able to prove its strengths in the wine production in 2019!
Institute on Shiraz red wine that is extensively grown on the continent.

SUCCESSFUL TESTS IN GERMANY FOLLOW AFTER AUSTRALIA

In 2016/17, we cooperated with the Department of Oenology at the globally renowned University of Geisenheim in the Rheingau region to test the WINE-STORE-AGE IBC. A series of tests carried out there with selected Rheingau Rieslings, blended and matured in this container, were highly successful. As well as the excellent production results, the university confirmed another key further advantage this special IBC offers for winegrowers and wineries: compared to conventional containers widely used in wine production, wine producers save storage space thanks to the geometry of the IBC. This is an important consideration for traditional vintners located in established wine-growing areas where space is at a premium. Additionally, the IBCs make logistics easier and reduce costs along the producer’s supply chain.

FIVE WINE-GROWING REGIONS – NINE VINEYARDS – OVER 20 WINES TESTED

Last year before the grape harvest in autumn, SCHÜTZ asked German and Austrian winegrowers the decisive question: “Ripe for a new solution?” We invited winegrowers to take part in an IBC test for the 2018 production. The aim of the campaign was to gain a closer understanding of the practical needs of winegrowers and also to hear their views on the container. A large number of innovative winegrowers who were keen to experiment took up the challenge and applied for the close cooperation. The producers came from a wide variety of wine-growing regions: Rheinhessen, Pfalz, Moselle, Baden, Württemberg – and one winegrower from Austria. After an exceptionally early harvest, the nine selected businesses started blending and

All the reports and assessments submitted by the wine producers were more than satisfactory.
maturing batches of what promises to be the “vintage of the century” thanks to an exceptionally hot summer in many wine regions.

Our project managers now have the results of the practical production tests with the SCHÜTZ WINE-STORE-AGE IBC. Over 20 wines were tested, and all have been bottled and are now on sale. All the reports and assessments submitted by the wine producers were more than satisfactory, and even for wine varieties with strong primary aromas, such as the Rivaner, there were no maturation differences compared to wines stored in stainless steel tanks. The winegrowers themselves – one of whom even consulted an oenologist – were impressed by the results. To the surprise of many, the levels of SO₂ (sulphurous acid) measured in the stainless steel tank and in the WINE STORE AGE IBC were almost identical. The wines in our container were fresher, livelier, cleaner, with a greater emphasis on the fruit and without an oxidative note – in other words, the sensory characteristics were perfect. The summaries were consistently positive, and the winegrowers praised the results. The wines developed well and tasted good even at an early stage. The biological acid conversion, a process that is negatively impacted by oxygen, was highly satisfactory. The winegrowers’ conclusion was that our IBCs are exceptionally good for wine. There were no limitations or disadvantages compared to other containers, for instance stainless steel tanks. Racking also worked very well with our container.

The wines in our container were fresher, livelier, cleaner, with a greater emphasis on the fruit and without an oxidative note.

The WINE-STORE-AGE IBC has a wide range of uses in vineyards: the container can be used in winemaking both for white, rosé and red wines (mash fermentation) as well as for producing raw sparkling wines or for use in autumn, for example when small batches are taken from a large container to stop fermentation. IBCs are also ideal for intermediate storage as the container saves space. Another application frequently mentioned by the winegrowers is transport to external contract filling operations.
NEW TICKET-PORTAL – AN EVEN FASTER TRACK TO THE BEST SERVICE!

The SCHÜTZ TICKET SERVICE handles the fast collection and eco-friendly reconditioning of emptied IBCs worldwide. In order to make ordering the service even more convenient and user-friendly, we have completely redesigned our service website and the online form. Thanks to the new, clearer layout and optimised navigation, customers can now find the relevant contact options much faster.

The improved user-friendliness starts immediately after entering the shortcut to our ticket portal: [www.schuetz.net/ticket](http://www.schuetz.net/ticket). The system automatically recognises the browser language set locally by the user and opens the website of the relevant international SCHÜTZ subsidiary in the corresponding language. If the language version is not available or if the language selection cannot be clearly assigned, the central ticket website is displayed in English.
DIRECTLY TO THE RIGHT CONTACT PERSON

On the main ticket portal page, users can conveniently select their SCHÜTZ service station through the browser or manually. Registered users can then enter their customer number to display the correct email address and phone number for their order. Only a single click is required to open the email programme or dial the number, which is an especially useful feature when using the site on a mobile phone.

OPTIMISED FORM FOR MOBILE ORDERS

Collections can also be ordered directly using the online form. New users can register here free of charge and without obligation and will subsequently receive their customer number by email. The design and functions of the form have been taken from our successful SCHÜTZ TICKET SERVICE App (which can be downloaded free of charge for iOS and Android) and have been optimised for easy use on smartphones and tablets.

The new Ticket-Portal: www.schuetz.net/ticket
NEW TACKER PANEL SYSTEM FOR BUILDING RENOVATION PROJECTS

Our new vari-takk PRO EPS-T 12-2 tacker panel system offers even more scope for planning in renovation projects. Thanks to its low installation height of only twelve millimetres, the underfloor heating can easily be planned and installed even in existing buildings. Despite being thin, the new vari-takk PRO EPS-T 12-2 panels have an impact sound reduction of 24 decibels. The flat, stackable tacker panels take up little space, making them ideal for transport and cost-effective storage.

We are expanding our range of products for building renovations: in addition to the proven renovation systems for the easy installation of underfloor heating systems, such as the R50 profile underfloor heating system and the dry construction system, our product portfolio also includes a tacker system.

The new vari-takk PRO EPS-T 12-2 tacker panel system was specially developed for renovation projects. What makes the system special is that the tacker panels are only 12 millimetres thick. This low installation height provides complete planning freedom even in existing buildings. The system panels and heating pipes can be easily installed even in challenging room dimensions, including those that demand exceptional flexibility, such as in old buildings where lower installation heights are necessary.

The new vari-takk PRO EPS-T 12-2 tacker system also improves thermal insulation and provides a high degree of sound insulation: despite...
the low installation height, an impact sound reduction of 24 decibels is achieved.

The folding panel is also suitable for a fast installation in large areas, with each panel covering up to 2.4 square metres. The tacker panel system can be used for heating pipes with a diameter of 14 – 16 millimetres. Special short tacker staples ensure that the pipes are securely held. Four staples attach the heating pipes firmly to the woven tape. The high-quality SCHÜTZ tape prevents screed moisture from penetrating (in accordance with DIN 18560) and ensures that the heating pipes are firmly secured. We also offer a tool for laying the pipes.

Our new tacker system, specially developed for renovation projects, also offers advantages for transport and storage. The flat tacker panels are easy to stack and take up little space, making them easy to transport and cost-effective to store.

Our new Tacker System for renovation projects allows panels and heating pipes to be installed easily and quickly in any room geometry. vari-takk PRO EPS-T 12-2 also provides heat insulation and offers a high degree of impact sound insulation.

Our new Tacker Panel System vari-takk PRO EPS-T 12-2 is only 12 mm high, making it particularly suitable for use in renovation projects. Despite the low height, the panels reduce impact sound by 24 dB.

The low installation height provides complete planning freedom even in existing buildings.

Our DIN-tested tacker systems can be laid quickly and cost-effectively. The systems also improve thermal insulation and reduce impact noise. With the ultra-takk PRO insulation panels, which are available in various thicknesses, underfloor heating can be quickly laid over large areas and even small areas can be covered without cutting.

The square folding roll quadro-takk PRO makes things even easier: the innovative square rolling technology makes transport, storage and laying supremely easy, timesaving and cost-effective.

Photo: Stefan Löser, Löser + Anspach GmbH, Koblenz
Safety plays a central role in planning and designing modern commercial aircraft – even ahead of efficiency and economy. This makes quality management systems extremely important in the aviation industry and a mandatory requirement. The AS9100:2016 standard applies to the organisational specifications for quality management systems in aviation, aerospace and defence. As many original equipment manufacturers and aviation suppliers use our innovative high-tech lightweight material CORMASTER®, the successful audit of our second COMPOSITES site was an important step towards the future for SCHÜTZ.

Following in the footsteps of our headquarters in Selters, our factory in Siershahn has now been certified according to AS9100:2016. During the audit, we were able to successfully demonstrate the continuation and further development of our quality management system as well as the expansion to include an additional location, including existing processes. Lloyd’s Register Quality Assurance Ltd. carried out the audit to change the certification structure and they approved the Change to Approval (CTA). Following an extensive phase of preparation, SCHÜTZ COMPOSITES has now gone from being a Single Site Organisation to a Several Site Organisation. This means that both Selters and Siershahn are listed in the IAQG/OASIS database of the International Aerospace Quality Group as aerospace-approved companies.

With this qualification we can now produce aviation parts directly at the Siershahn factory and supply aviation industry customers from there as well. This is also the foundation stone in our plans to relocate some areas of production from Selters to Siershahn. Initially this will apply to milled CORMASTER® honeycombs and sandwich panels.

A big thank you to all the employees who actively supported this process and whose commitment enabled us to obtain this certification!

Following an extensive phase of preparation, SCHÜTZ COMPOSITES has now gone from being a Single Site Organisation to a Several Site Organisation.
Our ultra-modern new practical workshop expands the range of options available through the SCHÜTZ training centre even further and offers our trainees, students and specialists ideal conditions to start a successful career at SCHÜTZ.

For a technology company like SCHÜTZ, having skilled and highly motivated junior staff is one of the most important guarantees for future corporate success. This is why we continuously invest in the expansion and specific fine-tuning of our training programmes and work to create optimum teaching and learning conditions.

The cooperative teaching principle, where classroom-based education and practical skills in the company are combined, is broadly established and successful. When it comes to the exact parameters, though, SCHÜTZ goes far beyond the usual scope. Our apprentices and trainees do not simply complete theory modules at the vocational college or university of applied sciences.
and work in their respective departments; instead, we provide comprehensive support across their entire curriculum and in the development of their personal competences as well as specifically helping them to enhance their individual skills.

**MORE SPACE AND THE LATEST EQUIPMENT**

The new practical workshop, which includes a recreation and meeting building, enlarges the original area of the training centre by roughly half to almost 1,300 m². Learning workplaces equipped with state-of-the-art equipment provide ideal conditions for comprehensive vocational training in technical professions. We offer a wide choice of training courses, ranging from the basic metal class to foundation courses and advanced skills in electronics and pneumatics, including modern control technology, to in-depth courses in welding, turning and milling. However, the curriculum does not stop at subject-specific knowledge and skills; we also offer experience-driven learning and the opportunity to try things out. General topics such as occupational safety and accident prevention are also regularly taught.

**KNOW-HOW FROM INTERNAL AND EXTERNAL SPECIALISTS**

Naturally, ensuring that each student is optimally prepared to pass their exams in their respective course of study is also a key focus. And on top of this, one of the key aims of the SCHÜTZ training programme is to let students “look outside the box”, and to teach knowledge, skills and competences that will also benefit them later in their work. As well as an insight into current specialised developments and future technologies, we also focus on soft skills such as responsibility, self-motivation and problem-solving strategies. In order to promote these skills, we rely, among other things, on interprofessional project work in teams; these projects are closely supervised, but their ultimate aim is to allow the team members to solve specific challenges themselves. Our lecturers and tutors are internal trainers who impart SCHÜTZ standards and procedures, and – depending on the subject – we also use external specialists who bring in new ideas and suggestions from outside the company.

**USEFUL, NOT ONLY FOR THE JOB – ENGLISH LESSONS AT THE TRAINING CENTRE**

As an employee in a large, globally operating company with locations on all continents, our trainees quickly realise that they need more than just German to communicate with many of our international colleagues. At SCHÜTZ, we encourage our employees to develop the necessary language skills by offering regular English lessons conducted by a native speaker, both for general conversation and more specifically for their particular commercial or technical area of expertise. A special highlight for our trainees are assignments abroad, e.g. to install new machinery, where they can put their English skills to the test.
FIT FOR THE FUTURE AT SCHÜTZ

SCHÜTZ’s deep commitment to training pays off every day. As a rapidly growing company, we train young specialists to work in our company and offer a wide range of attractive career opportunities. We are always delighted to welcome every successful graduate to whom we can offer a permanent position after completing their training and achieving good performance grades. As a rule, these graduates are initially hired for a limited period of six months; after this period, provided both sides are still happy, there’s nothing standing in the way of a long-term career at SCHÜTZ.

VOCATIONAL TRAINING AT SCHÜTZ – CURRENT FACTS AND FIGURES:

16 vocational professions in 21 specialisations

5 dual degree courses

123 apprentices and dual students

✓ 24 skilled workers from the last year of training have successfully passed their examinations

★ 2 received the grade of “very good”
“Coming together is a beginning, staying together is progress, working together is success”, Henry Ford once remarked. If one follows the words of this great pioneer of industrial manufacturing then long-standing employees are an unmistakable sign of a successful company, and at the same time an essential foundation for the company – both of which hold true for SCHÜTZ! As an expression of gratitude for their commitment and loyalty, we organise an annual celebration at our headquarters in Selters for our long-standing employees. On 29 November, over 140 guests gathered at the company headquarters to celebrate 30 colleagues, including 25 employees who have been part of the company for 25 years and five who have even been with SCHÜTZ for 40 years. As is the tradition, many company retirees also accepted the invitation extended by company founder Udo Schütz and attended the celebration, which is also a welcome opportunity to meet former colleagues and find out about current developments and innovations in the company.

During the reception with sparkling wine in the foyer of the administration building, HR manager Jürgen Marx greeted the guests. In their speeches, Udo Schütz and CEO Roland Strassburger then paid tribute to the many years of constant commitment and service the evening’s guests of honour have given the company over the years. A look back at SCHÜTZ’s success story was followed by a look forward to the near future. The highlight of the festivities was the handing out of the honorary IHK certificates to the justifiably proud employees. The evening was rounded off with a festive dinner in a pre-Christmas atmosphere. As in previous years, the event was again a welcome opportunity for “Schützarians” present and past to chat and relive anecdotes from the past – which was all very much in the spirit of Henry Ford: “There is joy in work. There is no happiness except in the realization that we have accomplished something (together).”

CONGRATULATIONS
TO SCHÜTZ’S JUBILARIANS

EMPLOYEES HONOURED FOR MANY YEARS OF SERVICE TO THE COMPANY
TOP FIT AT WORK
ACTIVE HEALTH PROMOTION
FOR OUR EMPLOYEES

One of the most important factors for the successful development of our company is the health and productivity of our employees. At SCHÜTZ, we provide comprehensive care to ensure the well-being of our employees as an integral part of our sustainability strategy, a commitment that has long been anchored in our SHEQ guidelines. So what does this mean in concrete terms? We have a wide range of interlinking schemes which include occupational safety and accident prevention measures, ergonomic workplace design, first-rate company medical care, and a choice of sports and fitness activities outside working hours.

For manufacturing companies in particular, preventing accidents and injuries is right at the top of the employee welfare agenda. Employees in the relevant departments are equipped with personal protective equipment and receive regular safety training courses. In general, special attention is paid to safety-relevant aspects when designing work areas. Any potentially hazardous zones are either inaccessible or are equipped with special warning signs and safety systems.

In addition, we try to keep physical strain at the workplace as low as possible by applying ergonomics as far as possible. For example, desk workstations have daylight offices with optimum temperature and humidity control, anti-glare screens and modern, individually adjustable office chairs and desks. When it comes to designing production workplaces we also put the comfort of our employees at the top of the list of requirements. For example, employees involved in order picking contributed their input to the planning and design of the new high-rack warehouse.

When it comes to designing production workplaces we also put the comfort of our employees at the top of the list of requirements.

The lifting and lowering tables around the packing unit were adapted to the respective height of the employee, and each employee can arrange their working materials individually to ensure optimum working processes.
In the event of physical complaints, the company doctor is available at all times as the first point of contact. The doctor will examine the employee and evaluate the symptoms, deciding whether the complaint is caused by incorrect posture or movement; if necessary, the employee will be referred to an appropriate specialist. The company doctor also plays an important role in preventive care. For example, if the employee is due to travel for the company, the doctor will arrange for the necessary vaccinations. Regular medical check-ups, including eye examinations, allow health problems to be identified at an early stage and treatment to be prescribed.

**FUN, SPORTS AND TEAM PLAY**

SCHÜTZ is fully committed to promoting a healthy lifestyle even outside working hours. Our employees can start or end their day with sports and exercise in the company’s own fitness studio and large sports hall. The gym opening hours are planned to coordinate with the shifts at the plant and it is also open at the weekend. Fully fitted with the latest equipment, all SCHÜTZ employees can workout here, train their individual fitness, endurance and strength. Numerous scientific studies prove that people who exercise regularly are happier and less liable to illness and injury.

Other very popular activities include the numerous internal and external sports events that SCHÜTZ employees regularly participate in. These events not only boost fitness and health, they are also great for building team spirit. With a workforce of more than 3,500 employees at the Selters site, these events also allow employees to meet colleagues from other departments or meet people they had previously only spoken to on the phone. One of the highlights is our indoor football cup, organised by the works council. At this annual tournament, employees from all departments compete against each other, united in their passion for the beautiful game. The fun
starts with finding an imaginative name for the team. Apart from those competing, the event attracts many colleagues, friends and family members, who cheer on their teams from the side-lines.

It’s not just the German locations that are active. For example, our subsidiary in Norway regularly organises joint corporate sporting events, and in France and Holland our colleagues enjoy competing in running events. A special highlight for many people at SCHÜTZ is the annual company run in Koblenz. This year, roughly 15,000 runners from all over the region took part in the 17th race, which was held on 28 June. The participants included over one hundred SCHÜTZ employees from all four divisions at the Selters, Siershahn and Ransbach-Baumbach locations and even Dutch colleagues from Moerdijk; it has become a popular tradition for SCHÜTZ Benelux running enthusiasts to travel to Germany to complete the beautiful five-kilometre route around the “German Corner” headland. At the “after-run party” which followed the prize presentation, we celebrated our sporting success together: the SCHÜTZ team came 20th in the ranking of the fastest teams out of a total of 800 participating teams! Our best runner, Christoph Neitzert, raced his way to 120th place in the individual ranking, completing the course in 19 minutes and 49 seconds.

One of the sports events is our indoor football cup, organised by the works council.
DEAR READERS,

As the year draws to a close, we would like to thank all our customers, suppliers, business partners and employees for their interest and loyalty and for their praise and constructive criticism.

We hope that we have managed to shine a spotlight on the world of SCHÜTZ in an entertaining and informative way over the last twelve months, and greatly look forward to keeping you up to date with what’s happing in our company again in 2020.

UNTIL THEN, WE WISH YOU AND YOUR FAMILIES A MERRY AND PEACEFUL CHRISTMAS AND A CONTENTED AND SUCCESSFUL NEW YEAR.

Your SCHÜTZ News Editorial Team

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