

impulse

Issue 2/2021

Employee and business partner magazine
ensingerplastics.com



Social media

Now also on Instagram: #ensingerplastics

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Dear Reader,

Can you remember the first time that you held a smartphone, i.e. a phone with a touchscreen and apps, in your hand?

For me, this was about ten years ago, and since then lots has changed when it comes to the organisation of work and free time. Nowadays, I can barely imagine how, for example, we used to arrange meet-ups for several people without WhatsApp groups. And 'social media' use only really started to take off as mobile devices became widespread. There is now an app for nearly everything, with those for channels such as Facebook, LinkedIn and Instagram already in existence for a while. Here at Ensinger we will now be making use of the latter, with a dedicated Instagram channel. You can find out more about this in this edition of "impulse".

This editorial must also talk about the coronavirus pandemic – the impact of this historical global event is too big not to. The unexpected breakthrough in vaccine development gave us reason to hope, a year ago, that the pandemic could be beaten faster than initially anticipated. But there have been setbacks in the past few weeks, owing to the particularly dangerous virus variants and to vaccination rates being too low.

Logistics chains have also taken a battering. And the raw material shortage has, unfortunately, also affected Ensinger to some degree. This is why, alongside our coronavirus task force, we have now set up another task force to address the issue of raw materials supply. Here, our purchasing departments, the heads of divisions and manage-

ment board have regular consultations on the current situation and on the latest communications from our suppliers. By this means, we have so far largely been able to avoid production downtimes, but the experts assume that the situation will remain strained well into 2022.

In this context, people are well advised to order or buy Christmas presents very early this year, because the supply bottlenecks are also affecting many consumer goods. This means there will also be a lot of vouchers under the tree this year for everything which was not able to be delivered on time. All that remains for me now is to wish you a pleasant festive season, a good start to the New Year and, above all: Stay healthy!

I hope that you can spend some relaxing time surrounded by your family and friends. Best wishes

Yours,

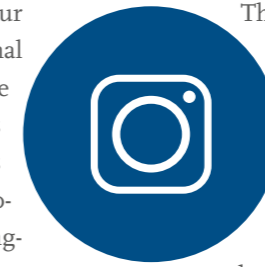
Oliver Frey

#ensingerplastics

Social media at Ensinger

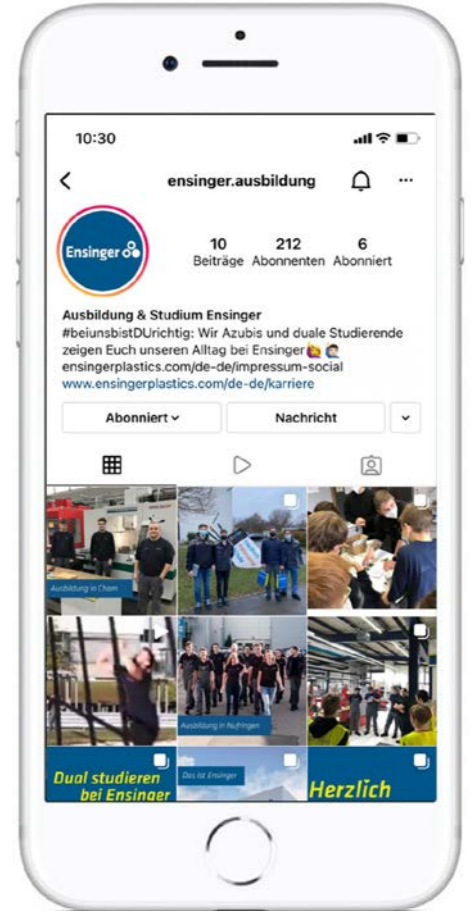
■ Social media and digital networks are having an ever-increasing impact on our daily lives, in both private and professional contexts. The number of users worldwide has now passed the 4.5 billion mark. This means that more than half of the world's population are active on one or more social network. And social media has long since entered business and industry. Whether corporate communications, Sales PR, recruitment marketing or e-commerce – social networks are now an essential part of any marketing mix. Ensinger has also been present on social media for a few years now and is progressively increasing its participation in this area. Karin Skrodzki, responsible for Ensinger's social media activities in the Service Center Marketing, provides an overview:

Instagram:



The apprenticeship market has seen major changes over the past few years. In the industrial-technical and IT sectors, in particular, there is a shortage of suitable applicants. Ensinger is competing against other high-performing companies in the regions around Nufringen and Cham for the best brains, so it is important to develop additional strategies in order to catch potential applicants' attention and to raise the company's profile as a successful, reliable training organisation.

The traditional job advertisement in the local newspaper might still reach the parents or grandparents, but not the actual potential applicants for apprenticeship places and dual study programmes. In order to specifically target this group of pupils aged 14-20, Ensinger is adding an Instagram apprenticeship channel to its other recruitment marketing tools (such as trade fairs, apprenticeship speed dating events, technology lessons and work experience for pupils).



The Ensinger channel on Instagram is concerned with topics connected to vocational training and dual degree programmes, and is aimed chiefly at potential applicants.

speed dating events, technology lessons and work experience for pupils).



Members of the apprentice-staffed editorial team at the Nufringen site; from left: Erkan Melendiz (tool mechanic, 2nd year), Teresa Frank (industrial management assistant, 3rd year), Fabian Fenchel (industrial management assistant, 2nd year). Not in the picture: Tom Nothacker, dual degree student in engineering management.

Questions, suggestions, different opinions? Write to us at impulse@ensingerplastics.com

Imprint

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Members of the apprentice-staffed editorial team at the Cham site: Felix Weingärtner and Tobias Adam (both machining mechanics, 2nd year).

torial team. The team meets for an editorial meeting once a week and is composed of apprentices and students in their second year of training, trainers, one representative from Marketing and one from HR. Each summer, the next set of apprentices and students get the chance to be involved on the editorial team as social media ambassadors. To ensure a balanced mixture of topics, when selecting members we make sure that both training sites are represented, that apprentices from the commercial as well as the industrial-technical field take part, and that a dual degree student is also present.

LinkedIn: #highperformanceplastics



Long-established, and equally important, is Ensinger's LinkedIn presence. Hardly any company nowadays can avoid this network for business contacts when it comes to international B2B

communications. Firstly, LinkedIn provides Ensinger with an additional communications platform for news, clips, webinars or trade fair announcements. Secondly, it supports Sales by functioning as a dialogue platform, in order to establish new business contacts and maintain contact with clients and partners. Now, Ensinger's corporate site on LinkedIn is part of a network: The international subsidiaries maintain their own pages, but are each connected to the profile of the parent company. What are known as 'showcase pages' highlight individual divisions and specialist product lines thematically and across countries. For example, content of one corporate page can be shared by the Ensinger Group's other LinkedIn channels, which – happily – increases the reach many times over.

Targeted campaigns

A further possibility for expanding the reach of our posts or for forging new contacts is targeted LinkedIn campaigns. Selected posts are then displayed to a very



Xing, Facebook, YouTube etc.

Alongside its Instagram and LinkedIn presences, Ensinger also runs additional channels on Xing, Facebook and YouTube. The social media team monitors activities, updates content as required, and responds to users' comments.



Currently some channels have a less significant role in the marketing mix, but this can change at any time, because the world of social media is in a state of flux: some established networks become less and less important, and new networks emerge. So there's lots going on in this field.

Glimpses of everyday life

Pictures, videos and stories show the everyday life of apprentices and dual degree students at Ensinger in the Nufringen, Ergenzingen and Cham sites. The principal characters here are always our new recruits themselves, in front of and behind the camera. Bit by bit, glimpses of everyday life as an apprentice or student will be joined by several topics to do with training and dual degree programmes: tips for applicants, benefits, presentation of individual apprenticeships and lots more. The content of the channel is discussed, planned and implemented by the Insta edi-



Follow us: Any employee can refer to his work at Ensinger in a private social media setting and/or share and comment on the content of Ensinger social media channels.

The Ensinger GmbH guidelines are summarised in a "social media information sheet".



LinkedIn - www.linkedin.com/company/ensinger-gmbh
Business network



Xing - www.xing.com/company/ensinger
Business network



Instagram - www.instagram.com/ensinger.ausbildung
Social network



Facebook - www.facebook.com/ensinger.gmbh
Social network



YouTube - www.youtube.com --> Ensinger GmbH
Video channel



Now also as livestream

Premiere in Nufringen: Employee meeting in hybrid format

"Great event, well structured and chaired." "I particularly liked the depth of information in the presentations." "The panel discussion went well too." "Well done, it doesn't get much better than this!" The feedback on the first employee meeting in the new Ensinger Compact+ format was extremely positive. Owing to the coronavirus pandemic, it has not been possible to hold any big events since spring 2020. In order to inform the workforce at all German sites about the company's commercial development, new product lines and about prospects in the pandemic, the Management Board – for the first time – used an interactive video format. On 1 October, around sixty employees physically attended the event – chaired by Klaus Mauderer, while several hundred followed the two-hour livestream on their PC or watched the recording afterwards. In the survey on the first Compact+, this option was viewed by

many participants as an advantage, predominantly by the part-time staff and production employees who work shifts and until now had only rarely been able to attend Compact and works meetings.

Respondents also highlighted the professional video technology, and the organisation by the project team – headed up by Marketing team leader Ralf Richter.



For the first time, a panel discussion was also held as part of Compact+: Oliver Stiegen, Ulrike Schiller, Dr. Oliver Frey and Kadir Şimşek answered questions from the workforce and described their personal experiences of changes resulting from the Covid pandemic. The discussion was chaired by Klaus Mauderer (centre of picture), Head of CIP.

Wilfried Ensinger becomes an honorary citizen of the town of Rottenburg

Distinction for dedication to community, cultural and social affairs

The town of Rottenburg am Neckar has awarded company founder and benefactor Wilfried Ensinger honorary citizenship. “With this award we are paying tribute to Wilfried Ensinger’s exceptional dedication to community and to cultural and social affairs in the town of Rottenburg.” These were the words spoken by Stephan Neher on 20 October to more than 100 guests at the awards ceremony for honorary citizenship, held in the festival hall. The mayor concluded his speech by saying: “You are a role model, Mr Ensinger. Not just from today’s perspective, but also for the next generation.”

Wilfried Ensinger has lived in Rottenburg since 1994 and acted as patron in many aspects of the local community. For example, he has made considerable donations to the cathedral choir school, the town band, the college for church music and the Rottenburg gymnastics club. Last year he donated the money for two church bells to complement the peal in the Sülchenkirche in Rottenburg.

Clemens Stroppel, Vicar General of the Rottenburg-Stuttgart diocese, passed on congratulations from Bishop Gebhard Fürst. “The welfare of the local community and of the church is very dear to Wilfried

Ensinger’s heart”, said Stroppel, who also highlighted the work of the Wilfried and Martha Ensinger Foundation in global development projects.

Praise from Horst Köhler

“Wilfried Ensinger has shown that business success and community spirit can go together”, said former Federal President Horst Köhler in his address of appreciation. “Setting up the company, and the dedication shown to community and culture by Wilfried Ensinger and his wife Martha, who died in 2017, were joint efforts.” In the company, said Köhler, both had established a set of values of the kind one would ideally like to find in families. “The focus is on collaboration and solidarity, fairness and loyalty, respect for others and on striving to develop a joint whole. Wilfried Ensinger firmly believed that the performance potential of successful companies then benefited everyone. His community involvement became particularly evident through the Foundation”, continued Horst Köhler. “Wilfried and Martha Ensinger were willing and able to do lots of good, not just in the town of Rottenburg, where they strengthened the sense of community and team spirit, but also in other regions, particularly in countries that do not enjoy our level of prosperity.”

The honour came as a surprise to him, said Wilfried Ensinger, who then thanked all those involved. It had been quite natural for him and his wife to get actively involved in the town of Rottenburg.



Wilfried Ensinger (centre), Horst Köhler (Former Federal President, left) and Stephan Neher (Mayor of the town of Rottenburg, right) at the honorary citizenship awards ceremony in the festival hall.

Ready to break new ground

Interview with Oliver Stiegen, Head of the Injection Moulding division

Last year, the Injection Moulding (IM) division went through a period of upheaval. With the coronavirus pandemic having further exacerbated the structural changes already happening in the automotive industry, Ensinger had to implement countermeasures and adjust the capacities at the Rottenburg-Ergenzingen site. In January 2021, Oliver Stiegen took over leadership of the IM division. Our editorial team spoke to him about the realignment in the Injection Moulding division

What developments have there been in Ergenzingen

We have a fantastic, highly motivated team with exceptional expertise at the site. After the setbacks and structural adaptations of the past 12 months, we now want to successfully continue the process of change. We are ready to break new ground and want to secure additional markets and customers. Although we are currently affected by the chip crisis in the automotive sector, the key performance indicators have significantly improved.

What are the focal points of this transformation phase?

In Sales we are approaching the markets in a focused way, working in close cooperation with other divisions. There are already a number of very promising projects in which, together, we are creating significant added value for customers and thereby developing new areas of business. We are also increasingly working on innovative projects so as to be able to establish ourselves in future markets.

Of course, we also have our eye on costs. Our aim is to increase efficiency in all our processes and departments. Here too, we have already made many cost reductions. We are talking not only about large projects but also about the implementation of simple ideas. For example, for some time now our first cobot has been in use, a flexible and mobile robot which can be deployed at a variety of workstations.

How does Ensinger stand out from other providers on the market?

Ensinger’s major strengths include a value added chain that is unique in the industry. From compounding through to the implementation of tailored customer solutions, the divisions are masters of a wide range of manufacturing techniques. This allows us to position ourselves in the market as an experienced solution provider.

Alongside the strategic realignment of the IM division, you are also concerned with the development of the organisation. What are you planning in this field and with regard to work processes?

It is important that we also continue to develop further as a team and organisation. This is why I place great value on results-based collaboration across departments. Above all, we are successful when we offer unique solutions and can align our expertise, resources and work processes intelligently towards market and customer requirements. But despite all the tasks that lie ahead, we should always ensure that we still enjoy our day-to-day work.

Short vita



After his degree in his mechanical engineering, specialising in production technology, Oliver Stiegen began his career in the Sales department of a Varta subsidiary. Based within the automotive battery business unit, his roles included that of Key Account Manager in Gothenburg. This was followed by a period of work for the Sales department of automotive supplier Johnson Controls, after which Stiegen switched to SKF, an international manufacturer of roller bearings, seals and lubrication systems. Here he held a variety of managerial positions in the areas of Sales and Development and ultimately was responsible for the global product group comprising tapered roller bearings. At the beginning of this year, he started working for Ensinger.

Oliver Stiegen is 48 years old, married, and has two sons aged 18 and 13. He relaxes from work by spending time with his family and doing outdoor sport. Oliver Stiegen is a passionate cyclist. A personal highlight for him was participating in the Ötztal Cycle Marathon, a popular long-distance race in the heart of the Tyrol mountains.

A warm welcome ...

Employees who have joined Ensinger GmbH from September to December 2021

Nufringen

Finance & Controlling

Marek Link

Industrial Profiles & Tubes / New Business Factory

Lütfi Dellal
Ulrike Döhl
Alicia Kauf
Berit Polster
Marcel Rauberger

IT

Kilian Asangana
Tim Hohaus
Jan-Patrick Strecker
Thomas Weihing

Quality Management

Miodrag Zivkovic

Shapes

Simon Ehrmann
Markus Herger
Daniel Höck
Heike Linkenheil
Svenja Lisch
Sven Näther

Joaquim Ricardo Nunes
Moreira
Matthias Pochert
Joy Stockert
Uwe Wolf
Kamil Zöhre

Technical Management

Simon Ehrmann

Apprenticeship:

IT Specialist
Felix Braun

Warehouse Logistics Specialist

Matthias Mergel

Industrial Management Assistant

Loris Kaminski

Process Mechanics

Argjent Abiti
Jocelyn Adolf
Mark Dugopoljac

Tooling Mechanics

Paul Hagenlocher
Vivian Walker

Bachelor programme:

Business Informatics
Endrit Mustafa

**Industrial Engineering
and Management**
Felix Böckh

Ergenzingen

Injection Moulding

Regine Schmolla

Cham

insulbar

Michael Bischoff
Anna Brozmann
Markus Drexler
Christian Geiger
Julijana Igric Sebrek
Zdenek Mundil
Kevin Schröder
Helmut Streck
Maximilian Weingärtner

Machined Parts

Marlena Burza
Svetlana Vejcel

Apprenticeship:

Industrial Mechanic
Sebastian Schübl

Machine and plant operator

Justin Gossrau
Nico Meier

Process Mechanics

Kilian Kulzer
Leon Schlemmer

Tooling Mechanic

Jennifer Bauer

Machining Mechanics

Christoph Adam
Nick Borodihin
Leon Kremnitzer
Tim Spacek
Teresa Zoglmann

Digital HR processes: Easing the routine task workload

LOGA3 gives employees greater personal responsibility

■ **SAP, applicant portal, new social media channels, Office365 with teams as standard – in the last few years, go-live dates have become a routine occurrence at Ensinger. In September, it was HR's turn, when the employee portal HCM, introduced in 2010, was replaced by LOGA3. Katja Roller (HR, Payroll Accounting) and Imren Reinke (IT, ERP & Analytics Solutions) headed up the cross-departmental project.**

“The aim of an advanced HR management system is the standardisation and automation of central HR processes. This noticeably eases the burden on the HR department”, says Katja Roller. The launch of LOGA3 has also brought big changes for the employees in the production departments. “Waged employees now have an evaluation framework and can manage overtime hours and absences themselves on the basis of the company agreements”, explains Katja Roller. “Thanks to LOGA3, the payroll accounting department no longer has to enter illness-related absences lasting one or two days. This task is now performed by the employees themselves. Only from the third day of illness onwards does, as usual, a sick note need to be submitted, which is then logged by payroll accounting. Applications for special leave or educational leave are, together with the attached official documents, uploaded directly via an automatic workflow, where they are also approved and entered.”

Current organisation chart

Being a web-based system, the software offers many additional functions, as Imren Reinke explains: “LOGA is the leading HR



Katja Roller (HR, Payroll Accounting) and Imren Reinke (IT, ERP & Analytics Solutions) headed up the cross-departmental project.

master data system at Ensinger. By means of an interface, all other applications are supplied with the required staff data. The staffing chart, in the form of a fold-out organigram, is always kept fully up-to-date. All roles and positions in an organisational unit can be found at a glance.”

In what is known as the Private Cloud, employees now have permanent access not just to their travel expense claims but also their electronically filed employee dialogues from previous years. “It goes without saying that all documents are stored in encrypted form. Since this is highly sensitive personal data, it is very important that the users always log out after use”, emphasises Imren Reinke.

Training videos from key users

As with most software launch projects, the LOGA3 end users were also trained by key users. Both project managers are delighted at the high motivation and proactive approach shown by the team. “Some key users created short training videos on their own initiative with the aid of the app 'Stream'. All colleagues involved deserve a huge thank you and pat on the back for their fantastic support!”

E-mail address for questions and comments on LOGA3:

logaportal.de@ensingerplastics.com

Ensinger saddened by the death of Erich Nuss

■ On 16 August 2021, Erich Nuss died suddenly aged 59. Erich Nuss joined the company in January 1993. After several years as a technical sales representative for the Shapes division, in 2011 he switched to a field sales role in Machined Parts.

Ensinger is very sad to lose a dedicated employee and charming

colleague, whose friendly and helpful nature will not be forgotten. His colleagues extend their deepest sympathies, particularly to the deceased's family and loved ones.

The Management Board, Works Council and workforce of Ensinger GmbH

Leaving certificates and awards in Cham

New apprentice positions for 2022

Until recently they were still apprentices – now they are qualified professionals: Julian Göttlinger, Robin Gruber, Uli Kagermeier and Andreas Werner, all process technicians specialising in plastics and rubber technology, have successfully completed their apprenticeships at Ensinger in Cham, as have tool mechanic Patrick Breu

and the two machining mechanics Maximilian Hruschka and Alexander Ley.

Best in the chamber district

Several of the graduates stood out for their particularly good examination results. Julian Göttlinger was singled out by the Chamber of Commerce and Industry (IHK)

as the best examinee in the area covered by the IHK Regensburg. Alexander Ley received an honour from the town of Cham for his excellent performance in his final vocational exams. In addition, the Regional Council of Upper Palatinate (Regierungspräsidium der Oberpfalz) gave him special recognition, something also enjoyed by Patrick Breu.

Wilfried Ensinger Awards

What is more, Julian Göttlinger, Maximilian Hruschka and Alexander Ley received a Wilfried Ensinger prize together with their certificates. The family business uses this award to recognise outstanding performance by apprentices.

Divisional head Andreas Alsfasser, who is responsible for apprentice training at the site, congratulated the seven graduates and drew attention to opportunities at Ensinger. “As a specialist, you can develop further in your field, even in the next few years. But you also have the possibility of being placed at a site abroad for a certain length of time, where you can gain additional experience in the job.”



Certificate handover in Cham (FLTR): Werner Bachl (Works Council Chairman), Jessica Braun (HR Business Partner), Andreas Alsfasser (Technical Manager), Julian Göttlinger, Uli Kagermeier, Alexander Ley, Andreas Werner, Patrick Breu, Maximilian Hruschka, Heiner Hackl (Industrial Trainer). Not in the photo: Robin Gruber.

Outstanding research work

Dr. mont. Anja Gosch and Steven Höll were awarded Wilfried Ensinger prizes for their excellent research into the development and description of engineering plastics for innovative applications. Anja Gosch received the award for her PhD thesis on the fracture

mechanics of polymers, while Steven Hölls’ prize-winning Master’s thesis is entitled “Investigating the pressure-induced crystallisation of semi-crystalline thermoplastics”.

Tecarim: Management buy-out in Wels

Ensinger parts with its subsidiary

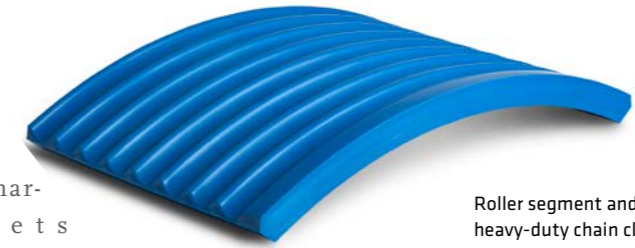
At the beginning of this financial year, Ensinger began the process of divesting its Tecarim operations. Ortwin Knaipp, together with a business partner, has acquired the machinery and equipment along with the technological know-how. Mr Knaipp was previously the Managing Director in charge of Ensinger Tecarim GmbH. The management buyout means that they acquire all of the company shares and the technology but also the workforce at the company site in Wels (Austria).

The transfer of business took place at the end of May, with retroactive effect from 1 April. As part of the repositioning, Ensinger Tecarim GmbH has changed its name to “alparim polymers GmbH”. The brand name, under which products made from material Nyrin are sold to the market at the same high level of quality, has also changed from Tecarim to alparim.

Tecarim became part of the Ensinger Group in 1996. The focus of its operations is the development, production and sale of stock shapes, composites and moulded articles made from the polymer Nyrin. The extremely robust and abrasion resistant products are suitable for heavy-duty applications.

The reasons for selling the business are explained by Ralph Pernizsak, Managing Director at Ensinger: “The portfolio of our Shapes division has changed over the years. Nowadays, the Tecarim product group has less common ground with the market segments of Ensinger’s other business units. We decided to sell the Tecarim business because hardly any synergies existed from joint distribution.”

The new Managing Directors are working on a sustainable, strategic realignment of the experienced polymer specialist and can rely on its established core workforce for this. Ortwin Knaipp explains: “We see further potential for development in the target



Roller segment and heavy-duty chain clamp.



Engine cover for ultra-cold temperatures.

markets and will continue to strive for a close relationship with the customer so we can solve individual technical challenges together. We are also looking forward to continuing our successful partnership with the Ensinger Group, especially since several years of working together have generated many personal contacts between the sites.”

Further information

alparim.at/en



Ralph Pernizsak is one of the three Managing Directors of Ensinger GmbH and is head of the company’s semi-finished products division.



Ortwin Knaipp is Managing Director of the newly founded alparim polymers GmbH based in Wels.

Manufacturing of polymer powder and organosheets

Composites: New production facilities put into operation at the Cham plant

Ensinger is expanding its manufacturing capacities for composites. Thanks to a polymer pulveriser machine that was commissioned at the Cham site, the global division is now extending its vertical range of manufacture. The range of thermoplastic polymers that can be pulverised on the new

machine comprises engineering plastics such as PP, PA6 and PC, but also high-performance plastics such as PPS, PEI and PEEK. The tightly toleranced pulverised polymer materials fulfil the tough requirements and high demands of advanced thermoplastic composites.

Pulverising service

The new polymer pulveriser machine, compliant to the ATEX safety directive, also enables Ensinger to offer a polymer pulverising service to industry, enabling customers to outsource their requirements in a cost-effective solution.

New double-belt press

In addition, a double-belt press (DBP) was recently put into operation at its production site in Cham. This system enables a wide variety of fibre-reinforced thermoplastic composites to be manufactured efficiently. This includes, for example, organosheets: multilayer, fully impregnated and consolidated fibre-reinforced composites. Ensinger can use the new machine to manufacture large quantities of thermoplastic composites at lower temperatures, in addition to its existing product range of high-temperature applications. With an operating width of up to 1,800 mm, the double-belt press also processes unidirectional (UD) materials, UD cross ply materials, laminates and sandwich laminates with different core materials such as foam or honeycomb.

Tailored material solutions

This means that different combinations of textiles and polymer matrix materials can be achieved, including carbon, glass, aramid and natural fibres. Powder scattering and film impregnation are now possible as impregnation technologies. The tailored technical and economic solutions are ideal for customer products in the automotive sector and other industrial areas. Furthermore, Ensinger can also process contract manufacturing orders.



The double belt press is installed in one of the new buildings at the Cham site.



The Ensinger Group's new polymer pulveriser machine.

With these new manufacturing capabilities, the Ensinger Group can provide its customers with additional cost and competitive advantages. The Composites division is now a “one stop shop” for a wide range of products and services relating to thermoplastic composite materials. The portfolio includes polymer powders, continuous fibre-reinforced semi-pregs and pre-pregs, organosheets, compression-moulded composite plates and finished parts, as well as customer development projects which are achieved using diverse material combinations.

Extending the value added chain

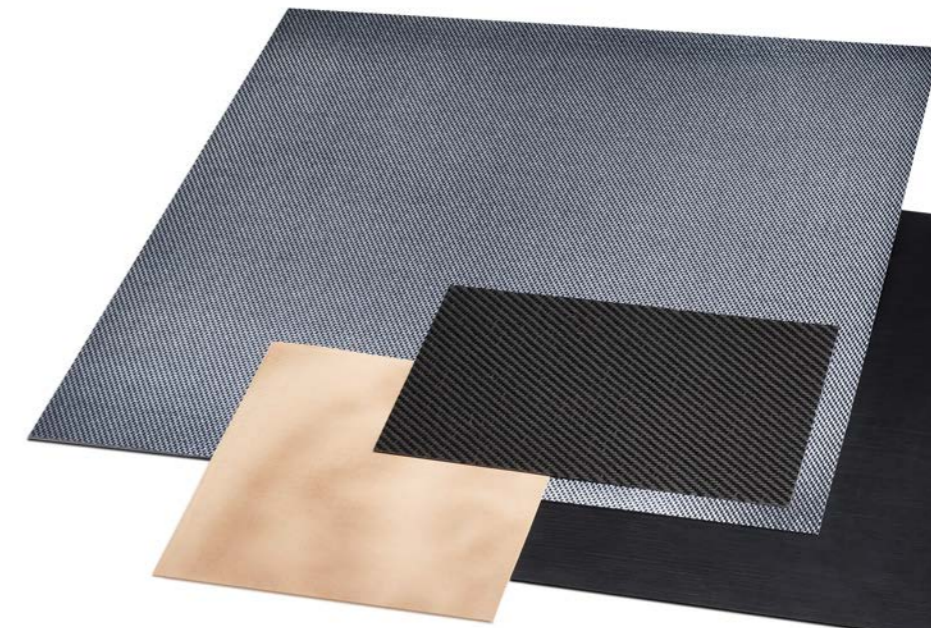
Purchasing the new machine is a logical step that makes Ensinger a complete solution provider in the area of thermoplastic composites”, says Daniel Grauer, who is responsible for international business development in the Composites division. “We are able to offer our customers a wide portfolio of composite products and relevant engineering services from a single source. By extending the value added chain we are strengthening our position versus our competitors and can fulfil our customers’ requirements, both technical and commercial”, the Ensinger Manager adds.

Further information

ensingerplastics.com/en/composites

Sales Contact

Daniel Grauer,
composites@ensingerplastics.com



Thermoplastic organosheets from Ensinger. The multilayer, fully impregnated and consolidated fibre-reinforced composites are made from carbon or fibreglass fabric and various matrix materials. The organosheets consist of several layers of prepreg or semipreg material which are stacked according to the customer's specification and then consolidated to form a blank with a thickness of up to 5 mm.

Operational Excellence at Ensinger



The OpEx team at Ensinger (FLTR): Klaus Mauderer (Head of CIP), Christian Wöldecke (Divisional Head of Quality Management), Thomas Dreßler (Head of Business Process Management), Dr. Oliver Frey (Managing Director) and Thomas Fischer (Divisional Head of IT).

A year ago we introduced the “Operational Excellence” (OpEx) initiative in the “impulse” newsletter. This time, we are describing which elements are important for this, what the tasks of the OpEx team are and what specific measures are planned. The OpEx team consists of internal company experts whose role is aimed at promoting process improvements in the company. For the team members, it is important to

support the divisions on their path towards as operationally excellent an organisation as possible.

The remit of the OpEx Team comprises the following items

- Agreeing and reviewing the OpEx strategy
- Creating a culture of excellence, expressed by the degree of maturity of

- the organisation
- Training sessions to teach people what is meant by the OpEx culture
- Using defined tools, standards and processes
- Advising and supporting the divisions with OpEx issues
- Point of contact for process owners
- Initiating areas of improvement across departments and/or divisions
- Supporting the agreement and attainment of efficiency enhancement goals
- Calling for OpEx measures and supporting their implementation

At the end of October, a timetable was agreed by the OpEx team for the next few years. The basis for this was the determination of the OpEx maturity level, with the aim of finding out the status of key issues relating to operational excellence. To this end, nine categories describing OpEx were evaluated on a scale of 1 (Basis) to 5 (Excellence) in a structured interview. Now an analysis is available for this which has led to measures being derived. These will now be worked on by the OpEx team over the next few months and years.



Aid after the earthquake

Christmas campaign for children and young people in Haiti

On 14 August, a severe earthquake caused major damage in Haiti. More than 2,200 people lost their lives. The natural disaster hit a country already suffering multiple crises. Corruption, food insecurity, a volatile security situation and political instability have been compounded by the Covid pandemic. Several buildings were destroyed by the earthquake, including in the area around the small town of Beaumont, where Dr. Anke Brüggemann, together with the “Pwojè men kontre” society and with financial assistance from the Wilfried and Martha Ensinger Foundation, runs an orphanage, a pre-school and a primary school.



Anke Brüggemann, a physician, has now been active in Beaumont for two decades.

the constant rain or the cold night-time temperatures in the mountain areas. A donation of 45,000 euros from the Ensinger Foundation helped Anke Brüggemann and her team provide emergency aid to the numerous homeless after the natural disaster. 2,000 sturdy plastic tarpaulins were distributed to replace the roofs and walls of houses or to build tents. In addition, 1,000 warm blankets and 2,000 food parcels were handed out. The aim of the charitable organisation “Pwojè men kontre” is to offer long-term prospects to children and young people in need. The budget for the living costs of the children and young people, including the costs of school clothing, the canteen and educational materials, is financed solely from donations. Over and above this,



The earthquake destroyed or damaged many homes.

Fortunately, the 78 children and the adults in these establishments were not harmed in the earthquake. The buildings were constructed five years ago by volunteers from the Karlsruhe-based student group “Engineers Without Borders” (EWB), who ensured they were earthquake-proof. Only the floors developed a few cracks. Nevertheless, Anke Brüggemann still had a huge task on her hands taking care of broken bones, cuts and other injuries sustained by people from the surrounding villages. The impact of the earthquake was made worse by a tropical storm which caused heavy rainfall on the Caribbean Island. Several people whose houses or tin huts had not been able to withstand the earthquake were initially left with no protection from

“Pwojè men kontre” trains local farmers in sustainable agricultural techniques and pays for a place in a hostel for young people starting an apprenticeship or a course of studies.



The sturdy plastic tarpaulins are 10 meters long and have the quality of truck tarps.

Further information

menkontre.com
ensinger-stiftung.de/en

Donations for the Haiti project

The proceeds from this year’s Christmas campaign at Ensinger GmbH will be used to help the children and young people in Beaumont. With a donation to the Wilfried and Martha Ensinger Foundation you can personally support Dr. Anke Brüggemann’s aid project.

Donation account:
Recipient: Wilfried and Martha Ensinger Foundation
IBAN: DE67 6415 0020 0002 2363 39
BIC: SOLADES1TUB

Reference: “Haiti”. Please add your address under the “Reason for payment” field if you require a donation receipt.



New video clips: insulbar made easy

A new series of short product clips are designed as a simple visual guide to topics relating to insulbar insulating profiles and the efficient insulation of windows, doors and façades. First in line are three videos about a solution specially for door insulation (insulbar

shear-free), a new processing concept (insulbar MIP) and a film about insulbar RE, our profile from recycled polyamide with an environmental declaration. To be continued, more films are already being planned.

Why not take a look

insulbar.com/en/company/insulbar-videos

Or on YouTube at

youtube.com/insulbar

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Keeps metal doors in perfect shape.

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For thermal expansion of doors
insulbar® shear-free minimises the bi-temperature effect. The movable rollers produce a flexible insulating zone in the assembly.

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Leaf of the door panel is pressed to the ridge track assembly. This means that the door panel cannot be lifted for assembly.

insulbar® shear-free

- Significantly minimises the bi-temperature effect
- Ensures efficient thermal insulation
- Can simply be processed in conventional insulation on
- Already available in cross-sections adapted to the standard range
- Customised profile geometry possible

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