

impulse

Issue 2/2023

Ensinger GmbH Magazine
ensingerplastics.com



Lightweight construction and more

New markets for high-performance plastics

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Issue**

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Now and Then



Dear Readers,

Recently, a record was set by The Beatles. 54 years after their last number 1 hit, they have stormed back to the top of the charts. In the sixties, The Beatles recorded their songs in a studio using analogue technology. Today, only two of the four Beatles are still alive. “Artificial intelligence” (AI) was required to complete the new song, entitled “Now and Then”. The voice of John Lennon is real and unaltered, however, as he recorded the song as a demo shortly before his death.

The dark side of generative KI in relation to unfinished works such as “Now and Then” lies in the potential distortion of the original artistic vision. AI could be used to supplement, interpret or even complete the fragments of the composition, but its essence could be lost or changed in the process.

Furthermore, the market could be flooded with AI-generated content which compromises the authenticity and unique quality of unfinished works. This could lead to a devaluation of artistic integrity and diminish the importance of the original creation.

Does it bother you that the last two paragraphs were written by AI? AI which can convey critical “thoughts” about its own existence using the example of a Beatles song – and only needs a few seconds to do so?

Across the globe, AI applications are on the advance. We can no longer stop the use of this technology, because artificial intelligence has the potential to benefit humanity.

However, AI also carries the risk of dividing our society further, a society which, for many issues, can barely agree on a reality. Consequently, we should examine all aspects of this technology thoroughly, and cooperate internationally across different disciplines so as to work towards the regulation that we need. Let us not entrust AI with this task, even if it is very good at lecturing us on the opportunities and risks. It does not have an opinion. And it is also not responsible for the consequences.

This 2/2023 edition will be the last ever issue of the “impulse” magazine. In corporate communications, too, we are making the move from analogue to digital. Soon, dear colleagues, we will be informing you about the latest news and important facts on our new Intranet platform. We will be staying in contact with our external subscribers too. You can read more about this on the final pages of this “impulse”.

I hope you and your families have a wonderful time over the festive season. My advice: spend as much of it as possible with real people, in real life, and enjoy it.

Yours,

Roland Reber

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

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Austria: Apprenticeships launched

Forecasts indicate that the European skills shortage will significantly increase again from 2025 onwards. This is a challenge also for Ensinger Sintimid, because particularly in niche industries it is diffi-



Georg Kreuzer (left) and Ednan Agha Beykzadeh (right) in Lenzing.

cult to recruit new young staff for work in production departments and administration. In Upper Austria, large corporations are making it difficult for medium-sized enterprises to position themselves as attractive employers. Managing Director Werner Müller is therefore using targeted measures to safeguard the future when it comes to qualified professionals. For this, it is absolutely essential for the company to train young people directly.

In September, the time had come. The first two apprentices started work at Ensinger Sintimid: Ronja Glöckner in the administration department and Ednan Agha Beykzadeh in polyimide production. Their training is being coordinated by Doris Gahleitner (Marketing) and Georg Kreuzer (TECAPOWDER).

Ensinger Sintimid, founded in Lenzing in 1994, produces polyimide powder and sintered plastics and sells stock shapes and

compounds. The Seewalchen site (by the Attersee lake) and the Lenzing factory employ a combined total of 60 staff.



Doris Gahleitner, Ronja Glöckner and Armina Lukovic (from left to right) in Seewalchen.

Near-natural garden design

The sustainable building and production strategy was a priority for Ensinger Sintimid when it came to the new construction in Seewalchen. Despite high energy prices, the operating costs have remained reasonable thanks to heat recovery and a photovoltaic installation. But as is so often the case, the outdoor areas around the building complex were not included in the overall strategy. The aluminium façade reflects the sunlight, meaning that the surrounding green areas dry out in the hot summers. The patio, intended as a place for staff breaks, is particularly affected by the heat generated.

Assisted by landscaping professionals, the staff really pitched in this year to redesign the green spaces. The spring already saw princess trees and hazelnut trees being planted. Lasting shade is provided by grapevines, which receive protection and climbing support thanks to a pergola. After several weeks of bad weather, this was followed by bee-friendly shrubs and hedges. In spite of what at times was a hot summer, the green spaces have made very

good progress – thanks to the care taken by the green-fingered employees. We are sure that next spring, the new plantings will not only attract lots of bees and other insects but also bring the staff lots of pleasure!





Wide range: Thermoplastic products for the aerospace market.

Partner for the aerospace sector

Thermoplastics make airplanes lighter

Lightweight yet high-strength materials are indispensable in the aerospace industry. In the case of structural and mechanical components and for the interior fittings of airplanes, metals and thermosetting materials are more and more frequently being replaced by thermoplastic solutions. Composites and other high-performance polymers from Ensinger permit significant weight reduction without having to compromise on the mechanical properties. “Aviation experts anticipate that in the next twenty years around 40,000 new airplanes will be delivered”, says Bernd Röhm. As Industry Segment Manager (ISM) at Aerospace Global, he coordinates worldwide sales and together with the ISM teams provides support to major customers in Europe, Asia and North and South America. In order for passenger and freight aircraft to fulfil the required sustainability criteria, then they must become lighter. A reduction in weight and CO₂

emissions can be achieved by replacing metals with other materials. Aluminium has a density of 2.7 g/cm³. Many high-performance polymers do not even weigh half of this. “When it comes to energy efficiency, every kilogram counts. This is a big opportunity for the plastic solutions offered by Ensinger. The market is growing by five per cent annually – and Ensinger’s aerospace segment is growing even more”, Bernd Röhm is delighted to report.

Supplier to famous aircraft manufacturers

Enginger is a long-standing partner to well-known OEMs and suppliers of the aerospace industry. As a full-service provider for plastic solutions, Ensinger relies on a fully integrated value added chain. For example, the corporate group operates four machining plants – in France, the UK, China and in the USA – all of which are certified to AS/EN 9100. Ensinger belongs to the exclusive circle of plastics manufacturers cited on the Qualified Part List (QPL) of Airbus, Boeing, Bombardier and other prestigious aircraft manufacturers. This means that Ensinger meets the conditions for the supply of structural and other components made from engineering plastics. Alongside composite materials, Ensinger supplies stock shapes in the form of plates, tubes and rods, and produces injection-moulded and sintered components. Additive manufacturing, further processing technologies and services along with industry-specific advice complete the



The QR Code takes you to an Augmented Reality application on Ensinger’s website. The user can view the component, a damping piston for an undercarriage, from all angles. In addition to the 360-degree view, detailed information is provided concerning the manufacture, the area of application and the properties of the material used. The damping piston is made from the material TECAFORM AD natural through machining.

portfolio. Bernd Röhm: “Our teams – which span divisions and locations – support the customers from the development through to the approved, certified end product. Thanks to this expertise we are among the one-stop shops for technical solutions made from high-performance plastics.”



Bernd Röhm, Industry Segment Manager, Aerospace Global.

Systems supplier for space missions

High-performance plastics from Ensinger have long since proven themselves in international space flight missions. Examples include the Mercury space probe “BepiColombo” (see impulse 1/2019) and the ESA satellite Sentinel-5P (1/2021). In space, the materials have to withstand extreme stresses. Typical requirements include demonstrating high strength in the presence of strong vibrations, along with low outgassing in a vacuum and good radiation resistance.

TECASINT 8591: Self-lubricating material

This year, Ensinger Sintimid launched a new high-performance plastic named TECASINT 8591 for tribological applications in the space industry. By using PTFE and adding special lubricants and fillers, the newly developed product will also

demonstrate outstanding self-lubrication properties under the conditions found in space.

Weather, communication and earth observation satellites circle in low Earth orbit (LEO). The sensors, antennas and reflectors are unfolded as soon as the satellites have reached their orbit. It must be ensured throughout their service life that the systems retain long-term functionality under the tough conditions encountered in space.

The mechanisms for unfolding these systems are equipped with appropriate ball or linear bearings. Friction along with wear and tear place high demands on these components. A particular challenge is, first and foremost, maintaining a constant ball bearing torque over the course of at least 20 million bearing revolutions. Research find-

ings show that TECASINT 8591 features a lower ball bearing torque compared with the competitor product. Undesired stick-slip effects do not occur.

Following analysis of the results, TECASINT 8591 was approved by ESA as an alternative to the current single-source material. Those interested can find detailed information concerning the project on the ESA website: <https://connectivity.esa.int/projects/slpmc2>

More information:



Photo: Large Space Structures GmbH



Ball bearing cage made from TECASINT 8591: The self-lubricating properties ensure low torque throughout the entire service life of the bearing.

Lasting improvements

Lean Six Sigma is taking the CIP programme to a new level

In November 2016, Klaus Mauderer started as Head of CIP at Ensinger with the aim of driving forward Ensinger's Continuous Improvement Process (CIP). Previously employed by Hewlett-Packard, the Lean Six Sigma Master Black Belt brought solid training in the field of process optimisation to the role. Thanks to his many years of practical experience, Klaus Mauderer was rapidly able to develop the improvement tool introduced by Ensinger (EVI). The EVI programme was given a solid foundation thanks to intensive training of the facilitators. The most important strategic innovation was the introduction of CIP improvement projects on the basis of the industry standard "Lean Six Sigma". Unlike conventional workshops which are often stretched to their limits, the LSS methodology allows very complex topics to be addressed. Here the project managers work in pre-specified phases in order to define the problem, analyse the causes, draw up solutions and optimise the processes in the long term. In order to support the divisions even better, the Management Board gave a green

light to expand the specialist team into a department which now boasts five members of staff. In parallel to this Klaus Mauderer, who is also passing on his know-how as a lecturer for Lean Six Sigma at the Hochschule Furtwangen University, has expanded the CIP training provision for managers and other employees. Supported in each case by an EVI expertise workshop at the sites of Nufringen and Cham, the divisions and service centers are making lasting progress on the basis of standards they have developed themselves. The approach "EVI to go" empowers the employees to carry out improvements in their own area of responsibility.

Measuring success

The CIP department is itself setting a good example and embracing a paperless office culture. Very early on, all documents and CIP tools were organised digitally and are therefore available to all employees. Now, the potential offered by the Continuous Improvement Process is transparent. Measurability of success has now been achieved using a new type of calculation.

Alongside the classic benefit calculation in euros there is a points system for cultural topics (e.g. teamwork). The "EVI points", initially regarded with scepticism, have developed into a good currency for assessing both the monetary and non-monetary value of different CIP measures.

Ensinger Internal Consulting

In subsequent years, the range of CIP services was continually developed and expanded to include new divisions. First, the company suggestion system was integrated into the department. This was followed by general project management (Project Management Office) and the indicator system (Ensinger Business Review). Over and above this, Klaus Mauderer is involved in the design and management of the overarching efficiency initiative "Operational Excellence" (OpEx). Beyond the CIP, the department is using its expertise to provide structure to important topics and implement them in a way that creates added value for the divisions. Since the expertise workshop is thereby performing the function of internal management consulting, the department has now rightly been given the name "Ensinger Internal Consulting" (EIC).

550 workshops, 16 projects

In the past six years, the EVI facilitators and the CIP team have chaired around 550 workshops and, together with the participants, improved several interfaces, optimised processes, overhauled strategies, prioritised topics, designed ergonomic workplaces, minimised risks and much more. During this period, the EIC project managers looked after 16 improvement projects which were always highly complex and had huge value.

The issues here were the optimisation of set-up times, improvements in the internal

procurement process, value stream and process optimisations in production, projects for capacity expansion and topics for which the CIP team advised and supported managers and skilled staff behind the scenes. As a result, it was possible to improve the productivity in many divisions measurably and sustainably.

Impressive results abroad too

Step by step, the launch of CIP systems at the overseas sites is being enabled. One example is at the Polish subsidiary Ensinger Composite Machining. In Dobra, the CIP specialists have supported the Production and Quality Management departments by providing advice and introducing them to methods and routines. 41 employees were involved on site in the planning and systematic implementation of the improvement measures – and the results are clearly apparent: Workflows have been newly structured, and the teams are now able to make their decisions on the basis of robust data. For set-up in the turning shop there has been a time-saving of 63 per cent, for milling this is 15 per cent. There is similar work going on in other subsidiaries. In these projects, it is primarily the local CIP experts who are supported in their work.

By promoting an improvement culture in the company in the long term, an important pillar for future growth is created. Furthermore, a CIP project is always an investment in the workforce.

Further qualification also plays an important part in the LSS programme. This year, Yellow Belt training sessions involving up to 20 participants took place in Nufringen, Cham and Seewalchen and also in Washington (PA). In total there are now two LSS Black Belts, six Green Belts and 60 Yellow Belts working at the sites who can better



Successful completion of Yellow Belt training in Cham. Klaus Mauderer (left) hands over the certificates.

understand, analyse and improve our business processes. At management level, the training begins with an "LSS Champion Training" session. With a certified LSS champion, the team is then in the "starting blocks", ready to train further managerial staff.

Recognition for the team

Since joining Ensinger, Klaus Mauderer has chaired more than 100 workshops. He is justified in looking back proudly at this successful time. "The range of methods which the Ensinger Internal Consulting Team has developed over the years is probably not easy to find in other companies of this size. We get a lot of recognition for the advice and support we provide to colleagues. This feedback spurs on the facilitators and our EIC team. We are motivated to carry on and keep at it in spite of what are often difficult issues."



In the space of six years, Klaus Mauderer has chaired more than 100 CIP workshops at Ensinger and trained facilitators in Germany and abroad.

A warm welcome ...

Employees who have joined Ensinger GmbH from July to December 2023:

Nufringen

Facility Management

Bujar Zymeri

Finance & Controlling

Heiko Lorch

HR

Carolin Heisterkamp
Alexandra Schaible

Industry Segment Management

Niclas Marquardt

IT

Katharina Balg *
Gero Strotbek *

Legal Affairs

Sandra Süßer
Dr. Sabine Winnik

New Business Factory

Andreas Bott
Leon Keuler *
Maurice Speidel

Shapes

Manoj Dhulipati
Utku Emre
Melanie Hammann
Tobias Kops
Luca Lörcher
Tom Nothacker *
Daniel Rau
Benjamin Saur

Special Products

Stanislav Cilic

Apprenticeship:

Industrial Management Assistant

Vanessa Munk
Beatrice Pellegrini

IT Specialist for Digital Networking

Mohamad Tattan

Mechatronics Technician

Joshua Drechsler
Jens Schmid

Process Mechanics

Emir Ates
Semi Ekinici
Wisdom Neumann
Abdullah Uysal

Tooling Mechanics

Dennis Hörmann
Emir Özbek
Dimitrios Vlachakis

Warehouse Logistics Specialist

Valentino Traub

Bachelor Programme:

Business Informatics - Application Management
Henrik Herbert

Industrial Engineering and Management

Oskar Gröning
Tim Stark

International Business

Anna-Lena Betz

Ergenzingen

Injection Moulding

Endris Feka *
Nikolai Herz *
Diana Kobsch
Georgios Koktsidis
Marco Schmidt
Philipp Wizemann *

Cham

Machined Parts

Magdalena Laumer
Lukas Schmid

Quality Management

Matthias Weiß

Apprenticeship:

Industrial Mechanics

Julian Mühlbauer

Machining Mechanics

Justin Trostmann
Jakob Vogl

* Taken over after the apprenticeship / bachelor programme.

Best process mechanic in the state

Enes Öcal is Baden-Württemberg's top graduate for the vocation of Process Mechanic for Plastic and Rubber Technology. Thanks to his performance at Ensinger and at vocational training college, Mr Öcal, who has already completed his A-levels, was able to shorten his apprenticeship to two and a half years. Good results in the theory examination were followed by even better practical ones: "We could use you for a teaching video, you have such a structured approach", said the examiners, after Enes Öcal had confidently

managed his tasks on the injection moulding machine. Gaining 95 out of a possible 100 points, he obtained the best results of all trainees in Baden-Württemberg who completed apprenticeships to become process mechanics this year.



At the ceremony honouring the 'state's best' given by the Chamber of Commerce and Industry for the Stuttgart region, Enes Öcal (left) was invited onto the stage for an interview together with his trainer Andreas Schweikert (right). Both used the opportunity to present Ensinger to the audience, and to tell them some of the special things about plastics technology.

Top graduate



Photo: Reutlingen University

Tim Neuberg at the graduation ceremony at Reutlingen University of Applied Sciences.

"I have the greatest respect for our graduates who have studied alongside their work", said Professor Hendrik Brumme, President of Reutlingen University of Applied Sciences, at the graduation ceremony. One of these is Tim Neuberg, Product Manager at Ensinger's Nufringen site. Not only did he successfully juggle both workloads for two and a half years, he was also the top graduate of summer semester 2023 on completion of his MBA degree in International Management at the ESB Business School.

The Master of Business Administration is already the second degree which Tim Neuberg has achieved. His previous studies took the form of a dual degree programme based at Ensinger, which he successfully completed in 2018, gaining the title of Bachelor of Engineering Industrial Engineering (DHBW). Since then he has been working in the product management section of the Compounds and Special Products divisions. Four months ago he switched to a trainee team leader post within this business division.

An exceptional anniversary

There was a remarkable reason to celebrate in Nufringen in October: In a get-together with colleagues, Ibrahim Babaic marked 50 years of service to the company. He is the first employee at Ensinger to reach this milestone. In October 1973, Ibrahim Babaic joined what was still a small family business as a lathe operator. In 1980 he switched to working in the Extrusion department. Later, he took over responsibility for – among other things – developmental tasks in the Industry Profiles & Tubes division. Reaching the official retirement age did not stop Ibrahim from continuing to work on a part-time basis. This year he turned 70 and supports both young and experienced colleagues in the Technology department of the New Business Factory (NBF).



Celebrating his milestone is Ibrahim Babaic (2nd from right) together with Franz Holzberger (Head of Development NBF, left), Ralph Pernizsak (Managing Director, 2nd from left) and Matthias Wochele (Head of Division NBF, right). The congratulations card was made for Ibrahim Babaic out of plastics by his team colleagues. They value him for his wealth of ideas and willingness to help.

Obituaries

On 5 October, our colleague **Nenad Jokic** passed away at the age of 46. He joined the company in 2016 and most recently worked as a machine setter for the Shapes division at the Nufringen site.

On 30 October, our colleague of many years **Jochen Pany** died aged 50. He began working for Ensinger in 1998 at the Nufringen site, and his most recent role was as a project manager in the Service-Center Tooling.

On 10 November, our colleague **Ludwig Spinnler** passed away at the age of 56. He joined Ensinger back in 1991 and worked at the Cham site, as an extruder in the insulbar division.

Ensinger mourns these three likeable, dedicated employees, and will remember them with great respect and affection. The colleagues of the deceased extend their deepest sympathies to the families and loved ones.

New market potential

The New Business Factory was already a key topic in the previous edition (impulse 1/2023, Page 6-8). Under the heading “The innovation driver”, we told you all about our youngest business division and the two start-ups, Filaments and Additive Manufacturing. On this double page we are now introducing you to three additional business models with which Ensinger wishes to grow further and penetrate new markets.

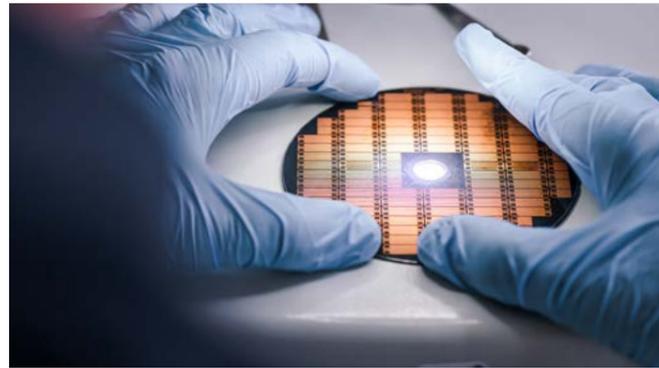
Microsystems: Innovative wafers, sensors and transformers



Microsystems, or specifically MEMS (Micro-electromechanical Systems), play an important part in many high-tech products, for example in the areas of mobility, medicine or communications technology.

However, expensive production facilities and complex production processes in cleanroom environments are confronting the semiconductor industry with the challenge of keeping pace with the globally increasing demand for microchips. Here, the Microsystems start-up is offering an innovative approach: “As the first manufacturer to do so worldwide, Ensinger is combining the MEMS technology with high-performance polymers and thereby enabling the production of microsystems on plastic wafers. With this efficient production process it is possible to produce, for example, high-quality sensors and transformers”, explains Dr. Sebastian Bengsch, who is the project manager in charge of the Microsystems start-up. The most important benefits of the patented Ensinger Microsystems Technology (EMST):

- **Functionalisation:** EMST enables the application of functional layers, e.g. for the measurement of physical influencing variables. Particularly suitable for sensor functionalisation are thin layers made from platinum, nickel-iron or nickel-chromium.
- **Integration:** The PEEK-based wafers from Ensinger are flexibly shapeable, can be customised to the customer’s installation requirements, and open up new integration possibilities. Efficient, even if produced in small quantities, without any compromises on performance.
- **Customisability:** Customer-specific solutions with an unrivalled variety of functions, shapes, unit numbers and sizes.



With TECAWAFER, Ensinger offers a 4-inch wafer as an alternative to wafers made from silicon, ceramic or glass. The patented polymer-based Ensinger Microsystems Technology (EMST) enables individual adaptations which can be implemented cost-effectively even in small quantities.

MID-LDS transformers. The inductive components, produced at Ensinger on the basis of helical coils, score points thanks to the significantly reduced, automatable production chain and a volume saving of up to 80 per cent because they do not require a housing or wire-wrap method.

Transformers are experiencing a continually growing market in terms of signal or voltage transformation in telecommunications, e-mobility and energy technology.

More information:



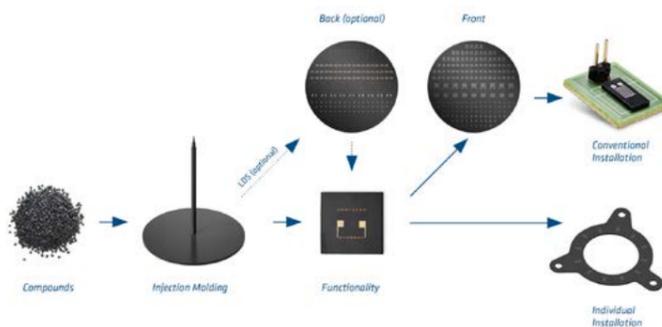
The products from the New Business Factory at a glance:

TECAWAFER (Thermoplastic wafers) and Sensors

Conventional sensor production is a process requiring considerable time and resources in which customer-specific solutions can often only be achieved in large-batch production. In addition, the design of the applications is subject to considerable restrictions. With TECAWAFER on the basis of PEEK, totally new sensor solutions can be created thanks to the customisability and possibilities for integration.

Transformers

Another application that Ensinger has developed with the high-performance thermoplastic TECACOMP PEEK LDS is that of



With its customer-specific manufacture of sensors and transformers, together with partner companies Ensinger covers the entire value added chain – from the compound through to the finished electronic component. Optimum prerequisites for customised service, rapid production processes and high-quality products.

Bipolar plates: Increasing efficiency in fuel cells



Fuel cells generate electrical energy through reverse water electrolysis. Intended applications are, in particular, stationary power generation systems and battery replacement devices along with hydrogen-powered transport systems.

Attempts to further develop the fuel cell in technological terms focus primarily on the optimisation of the degree of effectiveness. Ensinger specialises in material development and processing methods for bipolar plates (BPP) and end plates used in membrane fuel cells. At the compounding stage, carbon-based fillers (e.g. graphite, soot or carbon fibres) are added to the base polymers. A filler content of up to 90 per cent permits what is for plastics are unusually high electrical and thermal conductivity value. The compounds, developed jointly with the hydrogen and fuel cell center ZBT GmbH (ZBT, Duisburg), can be easily processed, contribute to significant savings thanks to their low weight, and have a long service life.

A further potential area of application is the use as a starting material for separator plates in redox flow batteries. Over and above

this, the materials are suitable for producing corrosion-resistant heat exchangers and for the production of cooling elements for power electronics.

When it comes to technical development and marketing of the products, the start-up team at the New Business Factory works closely with Industry Segment Management, the Compounds division and other Ensinger business units.



Bipolar plate: A filler content of up to 90 per cent permits what is for plastics are unusually high electrical and thermal conductivity value.

Profiles and tubes: Diverse materials and processes



Three and a half years ago, the former Industry Profiles and Tubes division was integrated into the newly founded New Business Factory. Sophisticated process technologies and a wide range of materials form the basis for many successful applications, for example in medical technology, aviation, electrical and mechanical engineering, and plant construction.

In the manufacture of profiles, tubes and hoses, Ensinger can, at its headquarters in Nufringen, draw upon the cross-divisional engineering expertise and a variety of processes. The technologies of extrusion and coextrusion are, in the area of profile manufacture, supplemented by melt pultrusion, PA6 cast pultrusion and hybrid yarn pultrusion.

One of the few providers of thermoplastic pultrusion processes, Ensinger also manufactures continuous fibre-reinforced plastic profiles and thereby expands the possibilities for metal substitution. The plastics used can be modified with carbon, glass, aramid fibres or other fillers. Through the integration of its internal process steps, Ensinger offers efficient project management, competent advice and solid know-how with regard to implementation.

More information:



Profiles



Tubes



Profiles, tubes, rods and hoses are produced to customer specifications.

Compliance at Ensinger

by Dr. Sabine Winnik, Head of Compliance



Nowadays, companies are increasingly being challenged to “do things right” and to be able to prove they have done this. Here it is not just a question of laws and legislation but also about society’s changed expectations. For this reason, the Management Board decided to set up a Compliance Management System for the Ensinger Group. This is now the remit of Sabine Winnik, who joined Ensinger’s Service Center Legal Affairs in July 2023. But what exactly is meant by Compliance? This article is intended to give you a brief overview.

thus ensure that the employee and employer do not get into difficulties. Compliance is a question of attitude. You don’t have to be a legal expert to behave correctly. It is more a question of following one’s own gut instincts. Because if you act on your gut instinct, you often do everything right.

This is different from the issue of “Material Compliance”. This remit is concerned with the chemical compositions of raw materials and products. These items have to comply with the requirements generated by legal regulations, (Enginger’s internal) standards and/or customer requirements.

Do we need Compliance?

Yes! Companies with a well thought-out Compliance Management System have a competitive advantage. They are proving that they have examined the hazards and risks that concern them and have developed suitable counteractive measures. What is more, a Compliance Management System is now very important to many clients.

What is Compliance not about?

Compliance is not intended to be an obstacle to business. Rather, Compliance can be understood as an internal service provider which wants to find solutions, together with the employees, which are legally permissible and support business operations.

When does Compliance help?

Can I accept this gift? Can I invite a business partner to dinner? Can a business partner invite me to a Christmas party? What topics can I talk to competitors about? Which can I not talk about? If, as an employee, you are unsure about these or similar questions, you are welcome to



Lawyer Dr. Sabine Winnik joined the Service-Center Legal Affairs (LA) this year and is responsible for the Ensinger Group’s Compliance Management System.

contact me. The following contact options are available to you:

E-Mail

sabine.winnik@ensingerplastics.com

General compliance e-mail address

compliance@ensingerplastics.com

Anonymous whistleblower system

ensinger.schindhelm-wbsolution.com

Compliance Officer in the relevant

subsidiary

You can soon find more information on the Intranet (Ensinger GmbH). The situation can be summed up as follows:

Ask if you are unsure. Better to ask too many questions than not enough! Compliance is pleased to support you.

Therefore: Together compliant!

Outstanding apprenticeship and degree results

In Nufringen during the month of November, several graduates who had completed either their vocational training or a dual degree programme with outstanding results received recognition in the form of the Wilfried Ensinger Award.

Endris Feka, now a qualified process mechanic, received this award for his excellent apprenticeship results. He is now putting his skills to use at the Ergenzingen injection moulding plant, as is Nikolai Herz, who received the Wilfried Ensinger Award for his very good performance in his tool mechanic apprenticeship. Tom Nothacker was honoured for his successfully completed dual degree programme. The industrial engineer is currently working on the product management team in the Shapes division. Gero Strotbek received a Wilfried Ensinger Award for his apprenticeship to become an IT specialist for system integration, in which he achieved top scores. He has now joined the staff at the Service-Center IT at the headquarters in Nufringen. Marco Aichele, the fifth award winner, unfortunately left the company after training to become a tool mechanic.

Edith Holzberger, Chair of the Wilfried and Martha Ensinger Foundation, congratulated the award winners and thanked all those involved in supporting and encouraging the graduates on their training and study journey.



Presentation of the Wilfried Ensinger Awards in Nufringen (F.L.T.R.): Marco Aichele (Tool mechanic), Miriam Fiedler (Head of Staff Development and Training), Endris Feka (Process mechanic), Marcel Kurz (Apprentice trainer), Nikolai Herz (Tool mechanic), Edith Holzberger (Chair of the Wilfried and Martha Ensinger Foundation), Tom Nothacker (Bachelor of Engineering, Business Administration and Engineering), Michael Wende (Specialist IT trainer) and Gero Strotbek (IT specialist for system integration).

Prizes for applied polymer research



Klaus Ensinger (right) presented the Wilfried Ensinger Award to Dr. Anna Katharina Sambale (centre) and gave the congratulatory speech. Prof. Christian Bonten (left) is spokesman for the Scientific Alliance of Polymer Technology (WAK).

Dr. Anna Katharina Sambale received a Wilfried Ensinger Award for her dissertation “Contribution on the characterisation and calculation of moisture distributions in polyamide 6”. Her research results provide a basis for the improved prediction of material behaviour due to changes in air moisture. The doctoral dissertation, which she wrote at the TU Dresden, may offer key benefits when it comes to the computer-based design of components made from the frequently-used plastic PA 6.

Denise Schweser received a Wilfried Ensinger Award for her Master’s thesis. Based at the University of Bayreuth, she examined the generation of networks from an epoxy and an acrylate resin system.

The Scientific Alliance of Polymer Technology (WAK), together with the Wilfried and Martha Ensinger Foundation wants to use the awards firstly to document scientific progress and secondly to support talented individuals in their work.

The new Compliance Management System consists of seven elements.

Compliance – what is it?

The English term Compliance can be translated with “Observance” or “Rule following”. Compliance, therefore, stands for the responsibility to adhere to laws and legislation and also to abide by internal standards of behaviour. The behaviour of every individual in their day-to-day working life plays a big part here. The aim of Compliance is to prevent misconduct and

The new Ensinger Intranet – connecting, informing, communicating

Next spring the Ensinger GmbH Intranet is being launched. This innovative platform will improve internal communication, promote the exchange of knowledge, and seamlessly integrate all employees.

We've all heard it: "Where do I find application form A1?", "Who is in charge of locker allocation?", "Changed IT service times – wasn't there an e-mail about that?" Until now, relevant information has been spread across different channels and portals, or could not be found at all. The future promises a significant simplification and pooling of these information flows. The Intranet will be the central access point for all relevant company information, for all employees of Ensinger GmbH.

Intuitive topic navigation

So that the content can be found quickly and intuitively, the navigation is organised according to topics. Sections such as "Free time & social activities", "Internal job advertisements", "Programmes & Benefits", but also services such as "Travel" or

"IT" will be provided.

Unlike division-based menu guidance, this navigation does not require any detailed prior knowledge of the organisational structure. When something needs to be easy to use, making this happen is particularly challenging. The project team has to deal with topics across divisions and, in some cases, responsibilities first have to be clarified. Close coordination and involvement of the relevant people responsible is needed.

Fast and always up to date

The information provided must be reliable and current. For this reason, people with specialist expertise are put in charge of the pages. In this role, they ensure that the key information is integrated and right up to date. A trained editorial team of over 60 people then incorporate the content into the system.

Over and above this, contact persons are named for each topic so as to ensure fast and effective support in the event of any queries.



Susann-Marie Kauderer (Marketing, Communication Specialist) is in charge of the Intranet project.

Personalisation and prioritisation of news

The homepage contains the core part of the Intranet – the news section. This is divided into two segments: the corporate news section and the personalised newsfeed.

The corporate news section contains news relevant to the whole company ("must-read"). This includes announcements of organisational changes or other prioritised announcements from the specialist divisions.

With the personalised newsfeed, users have the possibility of designing the content according to their own needs and preferences. In the way already familiar to us from social media platforms, users can select which specific news is relevant to their work and which they want to cancel to avoid being swamped with information.

Bring your Own Device (BYOD)

Access to the Intranet should also be possible via personal end devices such as tablets or mobile phones. This means the employees can use the Intranet anywhere and at all times without being tied to a fixed workplace. A particular focus is on the integration of the non-desk-based workforce so that employees who do not have Ensinger end devices are also able to access information directly without being reliant on forwarding by managerial staff.

Large cross-departmental and cross-site project team

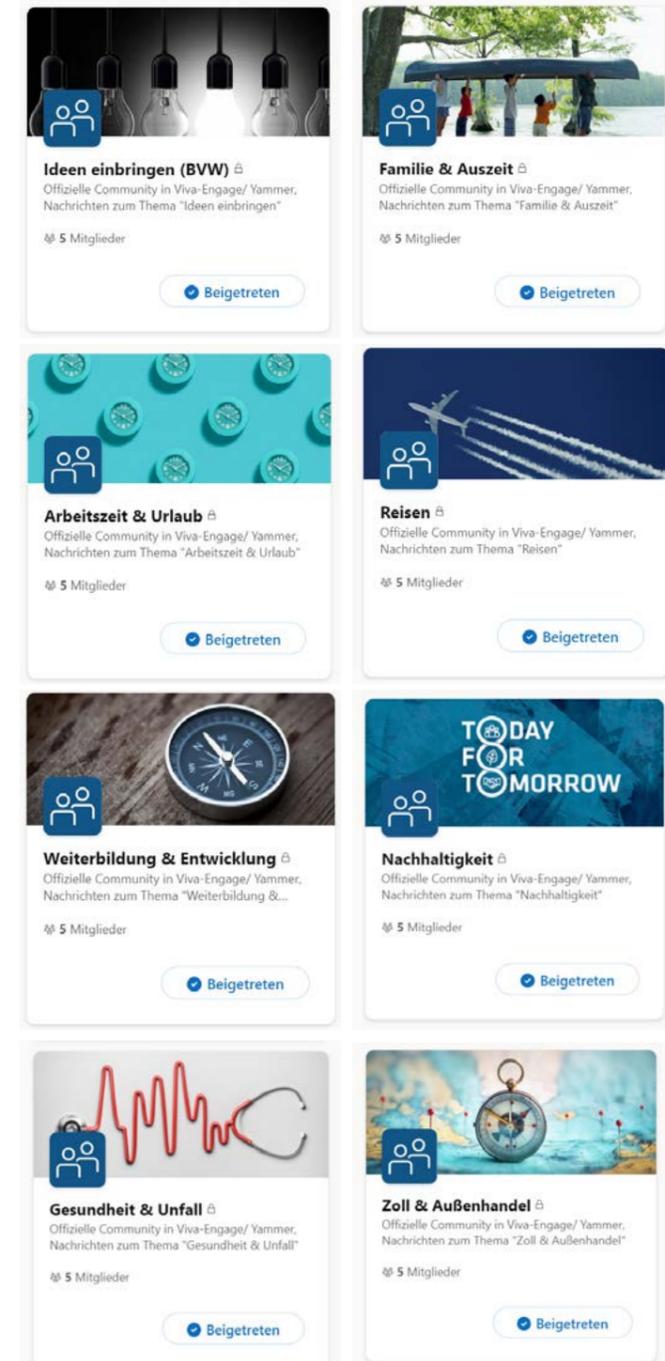
The project team, which spans division and sites, has spent several months working to update content, produce new content, and incorporate it into the Intranet. Online conferences every 14 days and interaction via Teams enable staff at the different sites to work together effectively.

Naturally, this project is not possible without the Service-Center IT. For over a year now, Collaboration & Cloud Solutions and the Infrastructure Team have been working to create the technical foundations. Pages are being technically constructed, authorisation structures created and workflows developed and implemented. The onboarding of the non-desk-based workforce and the subject of BYOD are also important milestones.

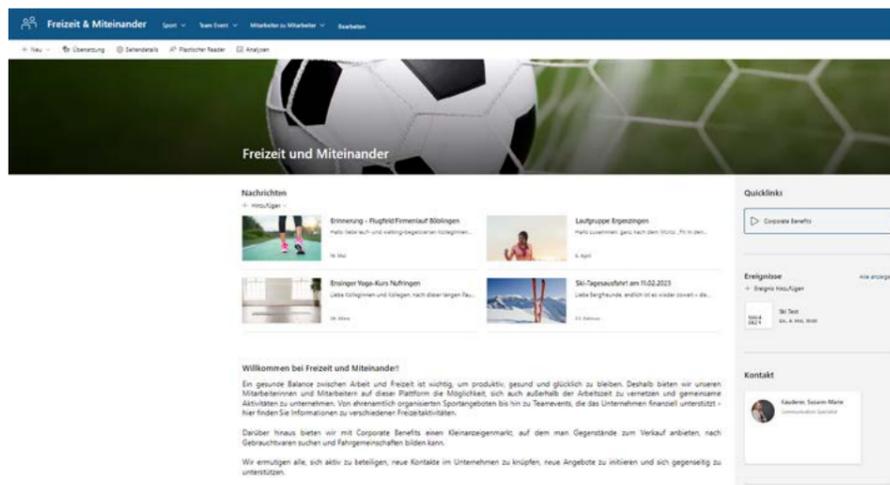
Outlook

But things don't stop after it goes live, because the platform is continually developing. New technical features are being integrated, user-friendliness improved further, content expanded and obsolete channels switched off.

Initially the Intranet will only be available to Ensinger GmbH. At a later date, it is intended to be expanded for international use by individual subsidiaries.



The intranet will be the central entry point for relevant company information. The navigation is designed to be topic-orientated to ensure that the content can be found intuitively.



Online into the future

Digital channels replace the print magazine "impulse"

The first edition of our "impulse" magazine, the brain-child of Klaus Ensinger, appeared at the start of 1999. Since then, there have been 60 editions of the publication – comprising a total of 628 pages. It was first printed in newspaper format, and later given a magazine layout. This issue 2/2023 is to be the last.

After 25 years, we are systematically going down the digital road in corporate communications, too: in a few weeks' time you, the employees at the German sites, will have a state-of-the-art Intranet at your disposal. Compared with the print medium, it offers us significantly greater topicality, interactivity and flexibility, along with high added value thanks to the incorporation of videos and other multimedia content.

For our external subscribers, the focus will be on our website and additional digital communication channels.

The Ensinger Group web pages, which have been completely overhauled this year, offer existing and potential customers an impressive depth of information. Added to these is the growing number of social media profiles. On LinkedIn, the GmbH's presence has more than 6,000 followers. There are also showcase pages for individual divisions, product lines and subsidiaries which provide our partners with up-to-date insights into the company and information about new products and technical solutions.

Connect with us!



[linkedin.com/company/ensinger-gmbh](https://www.linkedin.com/company/ensinger-gmbh)



[youtube.com/@ensingerplastics](https://www.youtube.com/@ensingerplastics)



As Ensinger's corporate design developed, the layout of the magazine also changed. The inside section of "impulse" dealt almost exclusively with people and plastics technology.