Attracting young talent
Forging links between school and the world of work

Supplier Awards
Recognition for innovative and sustainable products

Doing our bit
Relief effort for Ukraine

Climate protection
Ensinger participating in SBTi
Dear Reader,

Summer break – this means time to be with your family, your partner and your friends. Time to unwind, to hold a cool drink or a book in your hand. Ideally, a holiday not only provides relaxation but also inspiration for everyday life. Currently, getting back into your daily routine after a break is harder than usual. Possibly the worst Covid wave may be behind us, but the pandemic is not yet over. As a result of Russia’s war on Ukraine, prices for gas and fuels have increased enormously. Furthermore, disruption to global supply chains remains. Additionally, the climate crisis looms over us and is most likely humanity’s greatest challenge. Do you feel the way I do? Listing to all the problems can leave you discouraged and reluctant to tackle them. What on earth can one individual do? We are just small cogs in the world’s unrelenting machine.

“I have learnt that you are never too small to make a difference”, says Greta Thunberg, a young woman who has already inspired the world more than many people have over their entire lives. Change always starts in your own direct community, in the family, in a club or at work. Energy is scarce and it is too expensive? Then we have to be consistent about saving energy. A despot’s army attacks a peaceful country and kills civilians? We can help the refugees to start a new life here and maybe even civiliains? We can help the refugees to.

Supply chains are disrupted and everything becomes more costly? Then we need to order less unsustainable products. If we all make a small difference, it will become a big one. In our polarised world we tend to forget how powerful a community can be if we stick together. Politicians are a product of society. In the long term, at least, they do what we want – and not the other way around. At Ensinger, our community is currently achieving great things. One example is the relief effort for the Ukraine. You provided clothes and other items, sorted and packaged them. You donated lots of money even though inflation is already putting a strain on your finances. The company will be pitching in as well. We will be reducing our reliance on gas, and also saving energy by, for example, lowering the room temperatures in the winter. That won’t be possible without your contribution. So everything is going to be OK? Nobody knows. But I am convinced that fighting for our world is worth it, no matter how small our contribution appears to be. Let’s tackle this together.

Yours,

Roland Reber

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**Business Unit**

**Two new Heads of Division**

Personnel changes at the second management level: Ensinger has succeeded in recruiting Dr. Sylvia Mücke to head the new “Special Products” division, while in Machined Parts, the long-standing Head of Division Fred Nass is passing the baton to Edith Schneider.

Polymer physicist Dr. Sylvia Mücke has headed many departments and divisions at Bayer AG and Lanxess Germany and was most recently Managing Director at alfa Development, a provider of services and polymer products for the industrial and automotive sectors. Since April, the manager has been responsible for Ensinger’s “Special Products” at the headquarters in Nufringen and the Austrian site in Seewalchen. This new merger of what was previously Compounds and TECAPOWDER and TECASINT.

In the Machined Parts business unit, Fred Nass handed over the division manager position to mechanical engineer Edith Schneider, who started her professional career with Bosch at the Blaichach site. Four years ago, Edith Schneider joined the family business founded by her grandfather, Wilfried Ensinger. At the Cham site – the Ensinger Group’s biggest branch factory – she started off as a project manager in the Machined Parts division before taking over responsibility, within this division, for the MP Operations department (order processing, production and quality). On 1 April this year, Edith Schneider was appointed Head of the Division.

Her predecessor Fred Nass, who ran the Machined Parts division for more than three decades, is now responsible for projects at the division’s international sites, and will be retiring at the end of February 2023. On behalf of the management and owner family, Dr Roland Reber thanked Fred Nass: “Under his leadership, Machined Parts has grown from a small workshop to a division with around 150 employees. We are delighted that he is still there to assist us for nearly another year.”

Dr. Sylvia Mücke is in charge of the new Special Products division.

Edith Schneider is the new head of the Machined Parts division.

Under the leadership of Fred Nass, Machined Parts has grown into a division with about 150 employees.
Ensinger receives Schaeffler Supplier Award

Winner in the “Innovation” category

Ensinger is one of this year’s winners of the Schaeffler Supplier Award. In Herzogenaurach, Ensinger received the award in the “Innovation” category from the automotive and industrial supplier. With this award, Schaeffler recognises the many years of cooperation in the development of solutions made of engineering plastics and high-performance plastics.

A current example is the lithography-free production of sensors and microsystems based on LDS technology, explained Prof. Dr. Florian Schupp in his laudation at Schaeffler’s Supplier Day: “Together with the Institute for Micro Production Technology at the University of Hanover, Ensinger has developed laser-activatable high-performance polymers to replace expensive substrates such as silicon. By dispensing with wafers, manufacturing costs can be reduced by more than 30 percent. This is innovative and deserves an award, congratulations to Ensinger!”

Oliver Stiegen, Head of the Injection Moulding business unit at Ensinger, sees the promising LDS technology as the result of an overarching collaboration. “In the field of microsystem and sensor technology, we have successfully combined knowledge – from research with Ensinger’s know-how. Several divisions of our company are involved in the technical implementation – from the development of the application-specific material to the production of high-precision components using injection moulding. This success encourages us that we are on the right path to an agile culture of innovation that produces far-reaching solutions for our customers.”

On air

Live transmission to 21 countries

In April, all 2,600 employees across the world had their first ever chance to receive information live from the Management Board. Studio times were staggered to ensure that all teams had the opportunity to take part in the “Compact” broadcast – whether they were at the office in the USA, in the factory halls in Nufringen, or working from home in Singapore.

The war in Ukraine, the ongoing coronavirus pandemic, disrupted supply chains – and simultaneously a high demand for products made from high-performance plastics. What impact are these developments having on Ensinger? The three Managing Directors Ralph Pernizsak, Dr. Oliver Frey and Dr. Roland Reber brought all the employees in 21 countries up to speed. Anyone who was not able to take part in the livestream event had the option of watching the recording later, at home or at work. The response internationally was thoroughly positive, so the format is to be retained and be expanded.

Food truck rather than canteen

In transformers, the conventional winding technology limits further miniaturisation possibilities. LDS-MID transformers are assembled without a housing. This can save up to 80% in volume and weight.

The Covid pandemic meant that in the last two years, no major events have been able to take place at Ensinger. But it was just a case of being patient. At the end of May, there was an opportunity for the owner family and the Management Board to thank the employees for their personal dedication and teamwork. The newly elected works council organised a food truck and mobile bar for the Nufringen and Ergenzingen sites. The lunch break was extended to three hours so that all employees from the early and late shifts were also able to enjoy the excellent food and drink.

The picture shows the award ceremony at Schaeffler’s Supplier Day in Herzogenaurach (from left to right): Klaus Rosenfeld (Schaeffler, Chairman of the Executive Board), German Baur (Ensinger, Head of Customer Management), Oliver Stiegen (Ensinger, Head of Injection Moulding division) and Prof. Dr. Florian Schupp (Schaeffler, Head of Purchasing and Supplier Management, Automotive Technologies).

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Forging links to practice

School technology lessons spark interest in industrial apprenticeships

Many companies are having difficulties finding skilled staff. Ensinger is meeting this challenge not only through its involvement in apprenticeship schemes but also by staying in close contact with schools to find sufficient new ‘recruits’. There were limited possibilities for sharing ideas at the start of the Covid pandemic, but now Ensinger can once again launch several initiatives in schools and offer work placements. At the headquarters in Nufringen, the Human Resources department are coming up with some ideas to get youngsters interested in technology. The partner schools in the region have an important part to play here.

Cooperations in the catchment area
Ensinger has a long-standing partnership with the Theodor Heuss secondary school in Gärtringen. In the summer term, under the direction of apprentice trainers and trainees, pupils from the 6th grade made creative objects on the topic of aerospace. “At the design and construction stage it was crucial to plan carefully and work as a team. In the process, the boys and girls gain their own experience in dealing with technology, and see how to implement their ideas in practice using a variety of materials”, explains Miriam Fiedler, Head of Staff Development and Training. When it comes to age-appropriate boxes of tools and materials, Ensinger is assisted by the KiFeC programme. This was developed by the Wissensfabrik, a network of companies that tries to promote good STEM education (Science, technology, engineering, and mathematics).

Two further partner schools in Ensinger’s catchment area are the Friedrich Kammerer school in Ehningen and the Vogt HeS school in Herrenberg. This year two classes from each of these schools had a hybrid format for the first time – both physically and online. The company also took part in the Trainee Speed-Dating event in Nagold and Nufringen and was one of the exhibitors at the career information market in Herrenberg and the career information day in Gärtringen. “As a plastics processor, we are a typical hidden champion. The regional career information events are a fantastic opportunity for us to talk to pupils and their parents”, says Mandy Belitz, who as a HR Manager at Ensinger looks after several partnership projects.

Over and above this, Ensinger provides numerous work placements, predominantly in an industrial context. What is more, many pupils come to our company as part of a STEM day to get a glimpse of the apprenticeship workshop and become familiar with basic skills. Children of employees based at the Nufringen and Eigenzingen sites can also take part in this programme.

Austria: TECASINT in school

A new box of teaching aids is offering pupils in Upper and Lower Austria the chance to immerse themselves in the diverse world of plastics. Whether it’s a drinking cup or a 3D-printed skull – using the sample applications, teachers can not only visually explain the differences between commodity plastics, packaging material and high-temperature plastics but also dispel the widespread prejudices about plastic as an environmental pollutant. The 14 sample products include a dice made from TECASINT. As a manufacturer, Ensinger Sintimid supports the project by the Austrian initiative Plastics Cluster (Kunststoff-Cluster) and has already equipped ten schools near the Attersee lake with boxes.

At the Theodor Heuss secondary school in Gärtringen, under the direction of apprentice trainers and trainees, 6th graders made creative objects on the topic of aerospace.

More information kunststoff-cluster.at

Insights via social media
Thanks to a training channel on Instagram (instagram.com/ensinger.ausbildung, see impulse 2/2021), Ensinger also addresses this young target group directly. The trainees and those following dual study programmes take anyone interested behind the scenes. Pictures, videos and stories show projects, initiatives and impressions from everyday life as an apprentice or student. The main characters are always the new recruits themselves, whether in front of or behind the camera.
A warm welcome ...

With the best thanks ...

This year the following employees celebrate their company anniversaries at Ensinger GmbH:

**25**

**Nufringen**
- Andreas Frank
- Peter Heiss
- Elke Kastner
- Thomas Kempf
- Peter Kraft

**Ergenzingen**
- Andreas Lauer
- Emil Pucko
- Carsten Trauner
- Thomas Widmann
- Ismail Yuce

**Cham**
- Johannes Bauer
- Richard Gebhard
- Christian Lankes
- Christian Lehner
- Ralf Mueller
- Alexei Negare

**Finance & Controlling**
- Brigitte Daschner
- Andreas Schuster
- Brigitte Funk
- Ulrich Gruber

**Technical Management**
- Michaela Kienböck
- Julia Rant
- Jakob Bricha
- Carina Calik
- Matthias Ebelding

**Tooling**
- Wladimir Bratkow
- Anna-Maria Breu
- Marek Durka
- Valerias Seibel
- Jirina Slaba
- Sergey Svinunov
- Gregor Weindich
- Tobias Weinzierl

**InsulaBar**
- Necmeddin Kalabalik
- Florian Neumann
- Rainer Sabitzer

**Shapes**
- Davide Ambrosini
- Carina Cakir
- Matthias Ebeling
- Olga Fisayev

**Nina Prinz**
**Thomas Rückerl**
**Marius Wüche**
**Felix Weingartner**
**Alexander Zollner**

In mid-July, 53 colleagues from the Nufringen and Ergenzingen sites were honoured for their 10, 25 and 40 years of service. Since the previous year’s celebration had to be cancelled due to the pandemic, two jubilee years were present at the premiere under the open sky. The managing directors and the human resources department thanked the employees for their many years of commitment.

* Taken over after the apprenticeship
Employees

Outstanding apprenticeship and degree performance

Certificates of completion and Wilfried Ensinger Awards in Nufringen and Cham

The aim of the Wilfried and Martha Ensinger Foundation is to support social, scientific and cultural projects in the long term. One of the Foundation’s priorities is promoting new talent. At Ensinger, those who have completed their vocational training or an integrated degree programme with top results are awarded a Wilfried Ensinger prize.

In the spring, tool mechanics Almir Salihi (2nd from left) and Alexander Sterns (2nd from right) had their outstanding apprenticeship performance recognised in the form of the Wilfried Ensinger Award. They were congratulated by Andreas Schweikert (Apprentice Trainer, left) and Edith Holzberger (Chair of the Wilfried and Martha Ensinger Foundation).

Andreas Höcherl (left), Marius Wache (2nd from left) and Alexander Zollner (3rd from right) have successfully completed their machinist apprenticeship at Ensinger in Cham. Their transition to employment was a smooth one, with the newly trained young men now doing shift work for the Machined Parts division. The certificates were presented by Andreas Alsfasser (3rd from left, Head of Technical Management), Jessica Braun (HR Business Partner) and Heiner Hackl (Apprentice Trainer).

Metal-fitting work in the high-bay warehouse

Ensinger mourns Stefan Hackstuhl

On 12 February our colleague of many years, Stefan Hackstuhl, passed away. He joined the company in 1988 and most recently worked for the Shapes division on the warehouse staff. Ensinger is very sad to lose a conscientious and likeable member of the team and will remember him with great respect and affection. His colleagues extend their deepest sympathies, particularly to the deceased’s family and loved ones.

Contributing to biodiversity

Green spaces in the company grounds in Rottenburg-Ergenzingen have already been rewilded and thus additional habitats for insects created. In May, a team from the injection moulding plant installed two nesting boxes for swifts on the roof of the building. These migratory birds do not always find suitable nesting places and are slowly disappearing from our towns and villages. The nesting boxes were provided by the German Nature and Biodiversity Conservation Union (NABU). If they are accepted by the swifts, then more will follow.

Joy Stockert also received a Wilfried Ensinger Award for her excellent achievements. She completed her dual study programme (Bachelor of Engineering, specialising in engineering management) back in the autumn. Joy Stockert now works for the Shapes division in the Sales department.

For postal reasons, the house number of our site São Leopoldo in Brazil has changed. Here is the new address:

Ensinger Indústria de Plásticos Técnicas Ltda.
Rua Christopher Levalley, 153, Fazenda São Borja
93037-730, São Leopoldo, RS
Brazil
Tel. +55 51 35798800

In the 2/2019 issue we already wrote about the importance of the high-bay warehouse in Nufringen. To ensure that unplanned downtimes and expensive repairs are a rarity, Technical Services – under the direction of Werner Buschek – deals with preventive maintenance. In the winter, it was the turn of Lane 1. “The many years of continuous loads are taking their toll: the worn racks and the wheels of the storage and retrieval vehicle had to be replaced”, explains maintenance planner Lutz Paarsch who is responsible for supervising the industrial and building systems. “The fact that the storage and retrieval vehicle could not be out of action for very long owing to a well-filled order book made the task particularly challenging. But the fitters and other specialists involved worked flat out, which meant operation could be resumed within a week.”

The worn racks were sawn up with the help of a cut-off grinder.

Locations

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In the 2022 issue we already wrote about the importance of the high-bay warehouse in Nufringen. To ensure that unplanned downtimes and expensive repairs are a rarity, Technical Services – under the direction of Werner Buschek – deals with preventive maintenance. In the winter, it was the turn of Lane 1. “The many years of continuous loads are taking their toll: the worn racks and the wheels of the storage and retrieval vehicle had to be replaced”, explains maintenance planner Lutz Paarsch who is responsible for supervising the industrial and building systems. “The fact that the storage and retrieval vehicle could not be out of action for very long owing to a well-filled order book made the task particularly challenging. But the fitters and other specialists involved worked flat out, which meant operation could be resumed within a week.”

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**Humanitarian aid for Ukraine**

Since February 2022, Russia has been waging a large-scale war on Ukraine. Several million people have fled Ukraine since the start of the invasion, with most of them going to neighbouring countries. Together with Ensinger’s Management Board and Works Council, the Wilfried and Martha Ensinger Foundation had appealed for donations of money and items to support the refugee relief effort in the reception centres close to the border.

This gave rise to a total of 353 boxes with clothing, shoes, toiletries, bedding and toys, along with beds, sleeping mats and sleeping bags, across the Ensinger sites. In Nufringen, Ergenzingen and Cham, over twenty volunteers helped to sort and package up the donated items. At the end of March, the pallets with the aid items were transported to Romania and handed over to the Red Cross, who are organising the refugee relief near the border with Ukraine.

At the same time, an urgent plea for help came from the long-standing Ukrainian partners of the Ensinger Foundation. Once again, we were able to count on our colleagues’ solidarity. Edith Holzberger and Theresa Wetzel expressed their thanks in a circular letter: “Thanks to your wonderful willingness to help and provide support, we have so far received 17,382 euros. This has meant we have been able to immediately provide the refugees in Kyiv with food. In Odessa, too, a warehouse was supplied with food items; from there these have been distributed, with the assistance of our project partners, to people in need in the surrounding towns.” A holiday camp for deprived children in Western Ukraine, which the Wilfried and Martha Ensinger Foundation has supported for many years, has been housing several hundreds of people – including 100 children – in close quarters since the spring. Some of the money donated has been used for books, writing materials and also games and sports equipment.

Would you like to help the refugees and others affected by the war in Ukraine by donating money?

The board members of the Wilfried and Martha Ensinger Foundation – who work in a voluntary capacity – and our contacts in situ will ensure your donation reaches the people who are urgently relying on humanitarian aid.

**ACCOUNT FOR DONATIONS**

Recipient: Wilfried and Martha Ensinger Foundation
IBAN: DE67 6415 0020 0002 2363 39
BIC: SOLADES1TUB
(Kreissparkasse Tübingen)

Reference: “Ukraine-Aktion”. Please also enter your address in this box so that we can send you a donation receipt.

**Thermoplastic composites**

Ensinger acquires StyLight business from INEOS Styrolution

With the acquisition of the StyLight business from INEOS Styrolution, Ensinger is expanding its composite materials portfolio with an exclusive SAN-based (styrene-acrylonitrile copolymer) product range. These thermoplastic composites bring many new thermoplastic composite possibilities to the market such as carbon, glass and natural (flax) based fibre products for aesthetic materials, semi structural, and over moulding applications.

“IT is our goal to enhance the company’s current position in the international thermoplastic composites market,” says Daniel Grauer, International Business Development Manager, Ensinger Composites. Within the group of companies, he will be the primary contact for all sales and customer enquiries.

Ensinger has rebranded StyLight to its thermoplastic composite materials brand TECATEC, to align seamlessly with its current product offerings to the international market.

**More information**
ensingerplastics.com/composites

**Moll / Wenglon: Integration and renaming**

In the course of a simpler and uniform structuring under company law, the medical technology specialist Moll Engineering GmbH, Lübeck, which was acquired at the beginning of 2019, has been merged to the parent company Ensinger GmbH, Nufringen, with effect from 1 April 2022.

Wenglon Sp. z o.o., Dobra (Poland), remains a wholly owned subsidiary of Ensinger GmbH and has been operating under the new name Ensinger Composites Machining Sp. z o.o. since 17 February 2022.

The Dobra site manufactures precision parts made of composite materials for the medical technology industry, which are developed and distributed in Lübeck.
Ensinger receives Annual Supplier Award from Reynaers Aluminium

Distinction for insulating profile insulbar RE in the Sustainability category

“By using insulbar RE we have been able to dramatically reduce our ecological footprint throughout our entire MasterPatio range. This is why we have decided to give the first Supplier Award for Sustainability to Ensinger”, explains Filip Buts, Category Manager for Aluminium & Thermal Break Profiles at Reynaers Aluminium.

“The whole team in the insulbar division is proud of this recognition by Reynaers”, Matthias Rink, Director of Sales & Products for insulbar EMEA says, pleased. “The customer project ‘MasterPatio’ is a good example illustrating that our product insulbar RE not only offers ecological benefits but is also impressively worthwhile for the customer economically speaking”, adds Rink.

Insulating profiles create a thermal break between the inner and outer shells of metal frames and thereby lower the energy costs. The use of recycled polyamide conserves valuable resources even at the manufacturing stage. When installed, the profile is impressive thanks to an efficient thermal break, enables very good U-values, and thereby lowers energy consumption and heating costs.

“New LinkedIn channel

As of now, (potential) customers can find all the latest news about insulbar and thermal breaks in metal window systems on a showcase page: linkedin.com/showcase/insulbar

More information

reynaers.com/products
insulbar.com/en/profile-range/innovation/insulbar-re
Ensinger is taking its responsibility for climate protection seriously. Following the announcement that it would join the Science Based Targets initiative (SBTi), a corresponding commitment letter has been signed. In this, Ensinger commits to submitting its climate targets to the SBTi and to aligning these goals to comply with the 1.5 °C. With this initiative, Ensinger is also joining the campaigns “Business Ambition for 1.5 °C” and “Race to Zero”.

The SBTi is guided by recognised global standards which are in line with the scientific consensus on limiting global warming in the context of the Paris Agreement. Thanks to its sound scientific basis, the goals and measures are transparent, verifiable and credible.

More information: sciencebasedtargets.org/business-ambition-for-1-5c