



HENLE WORLD
YOUR
STRONG
PARTNER

HENLE

Baumaschinentechnik



Eingang Büro

Dear Readers,

This brochure is not just about our company and the way we work. Instead, we want to give you an insight into our philosophy. We want to show you how we think, what is important to us and what motivates us. This also fits in with the HENLE future engine, an initiative that we will also present to you. But mainly this brochure is about us. It's about the HENLE team, about the team that keeps everything together.

We wrote, photographed, cut, and created the layout – you are now holding the result in your hands. We are letting you have a peek into our hearts and of course into our production halls. In addition to the brochure, the following pages contain QR codes that you can scan with your mobile phone: We have made small videos on many topics to give you even better insights – be it about our products or about people who stand behind it.

What exactly can you expect now? A whole lot. So much should be said in advance: We will introduce ourselves and our products, describe our relationship with customers and suppliers, and show the

importance of our location and our roots. We are concerned with the topic of sustainability as well as of reliability.

We want to take you on a journey into our world of thought and into a future that we are preparing and shaping today to be optimally positioned for tomorrow.

We will also talk about responsibility. Responsibility towards the HENLE team, but also towards our region, our environment, and our customers. We not only work to maximize profits, but above all see ourselves connected to our environment. Therefore, as a company, we want to give something back and take responsibility.

It is very important to us that you experience HENLE Baumaschinentechnik GmbH in all its many facets. Immerse yourself in the HENLE world and get to know us, the HENLE team, who work with you every day to find the right solution for you.

Curious? The QR code below will give you a first look.

Your Team HENLE



HENLE Teaser



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The HENLE company is a family business. The company was founded in 1981 by my in-laws, Werner and Irene Henle. Since then, we have developed from a locksmith's shop to a medium-sized industrial company. My husband and I took over HENLE more than 20 years ago. Today we are pleased that the next generation is already a part of the company.

Gabriele Henle, Managing Director of
HENLE Baumaschinentechnik GmbH



FAMILY BUSINESS

**YOU & I
SHE
HE
WE**





THE FAMILY BUSINESS HENLE

The word “family business” is not just a word for us. We, HENLE Baumaschinentechnik GmbH, are a genuine Swabian family company and proud to fill these letters with life. If it says HENLE, there is a lot of HENLE in it: After the company was founded by Werner Henle, who laid the foundation stone for today's company together with his wife Irene, Gerhard and Gabriele Henle now have the reins in their hands. The third generation is ready and are working on the extended management team – the business succession is thus assured. The emphasis is on TEAM, because Christiane Henle, Tobias Gnann, Kevin Bee and Kathrin Henle-Bee manage different areas of the company on an equal footing.

What does it mean for us to be a family business? If you break the word down into its components, it becomes clear that “family” and “company” are equal elements. It is very important to us not only to focus on the company as such, but above all to put

the family, the HENLE team, in the foreground. As in every family, we have ups and downs, and we must compromise and find solutions. Yet in the end, it's important to work together and stand up for one another.

Our team is diverse – we work demographically mixed. We see great potential in this mix: We can fall back on the many years of experience of our employees and at the same time create added value with new ideas and impulses from younger generations.



SPIRIT TEAM HENLE

THE FAMILY BUSINESS HENLE

For us, the focus is
always on the customer.

This not only includes the sale of our products, but also a friendly and courteous service. We see ourselves as problem solvers for our customers. That is why the HENLE team is being constantly trained and educated.

It is important to us to always remain true to our values and our philosophy – just like our location in Rammingen. However, that does not mean that we do not work on an international basis.

For several years we have had a loyal customer base in other European countries, whom we advise and supply from Rammingen. In addition, we work with partners and suppliers all over the world, some of which have existed for decades.

As a company, we want to grow and develop – in a healthy and sustainable way. That is also part of our self-image. Europe is the target market of the future. We aim to be able to respond specifically to individual customer requests in many European countries.

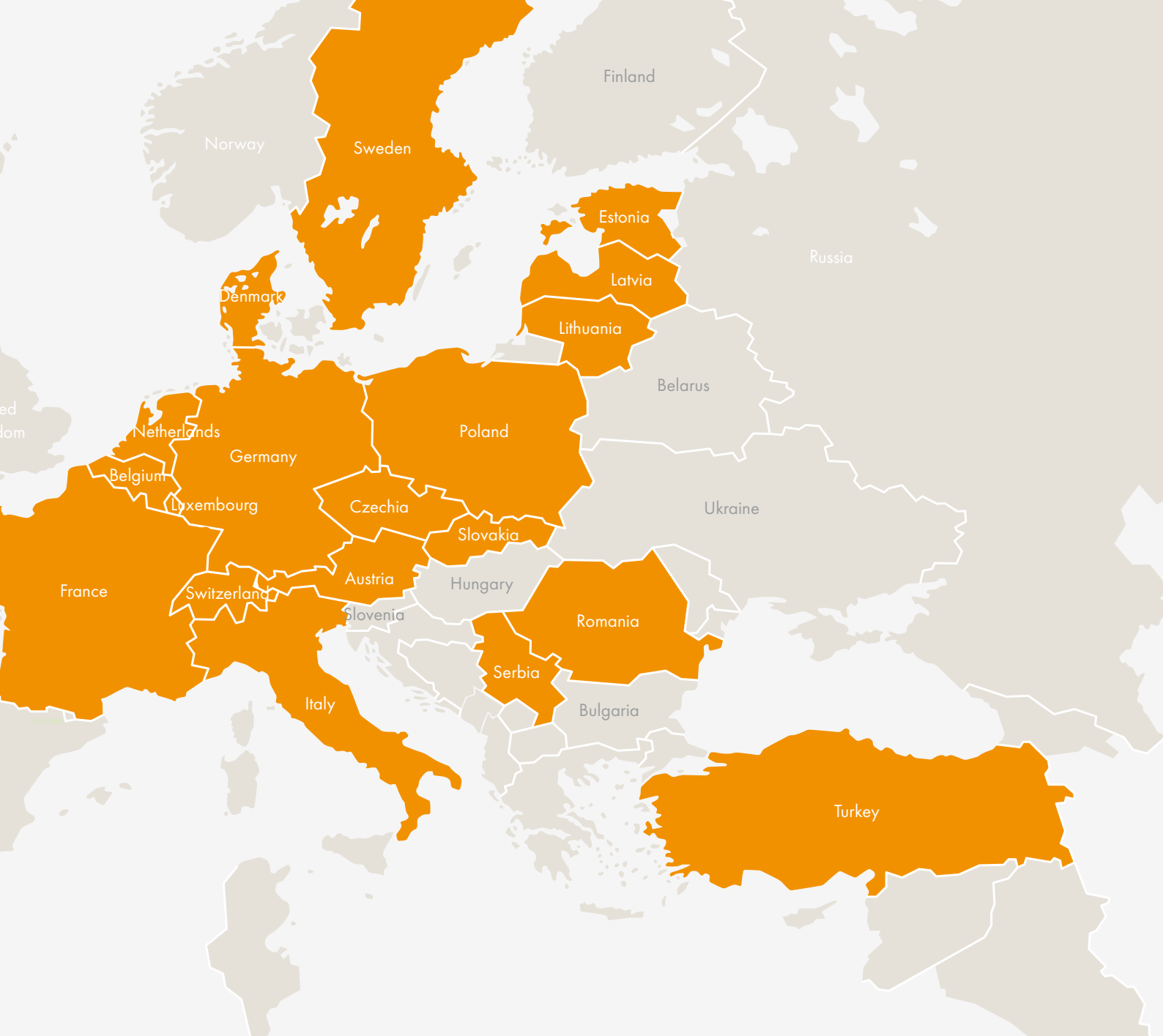


I am happy to work in the family business. We have a great atmosphere in the team – not just in the family – and we can rely on each other. When things get tough, we pull together to overcome the problem. In principle, the HENLE team is like a big family – with all the advantages and disadvantages, of course.


Family business also means security for the future: we are entering the next phase in corporate management as a strong team. We can do more together than alone.

Kathrin Henle-Bee, Head of Marketing and Sales,
HENLE Baumaschinentechnik GmbH





THE FAMILY BUSINESS HENLE

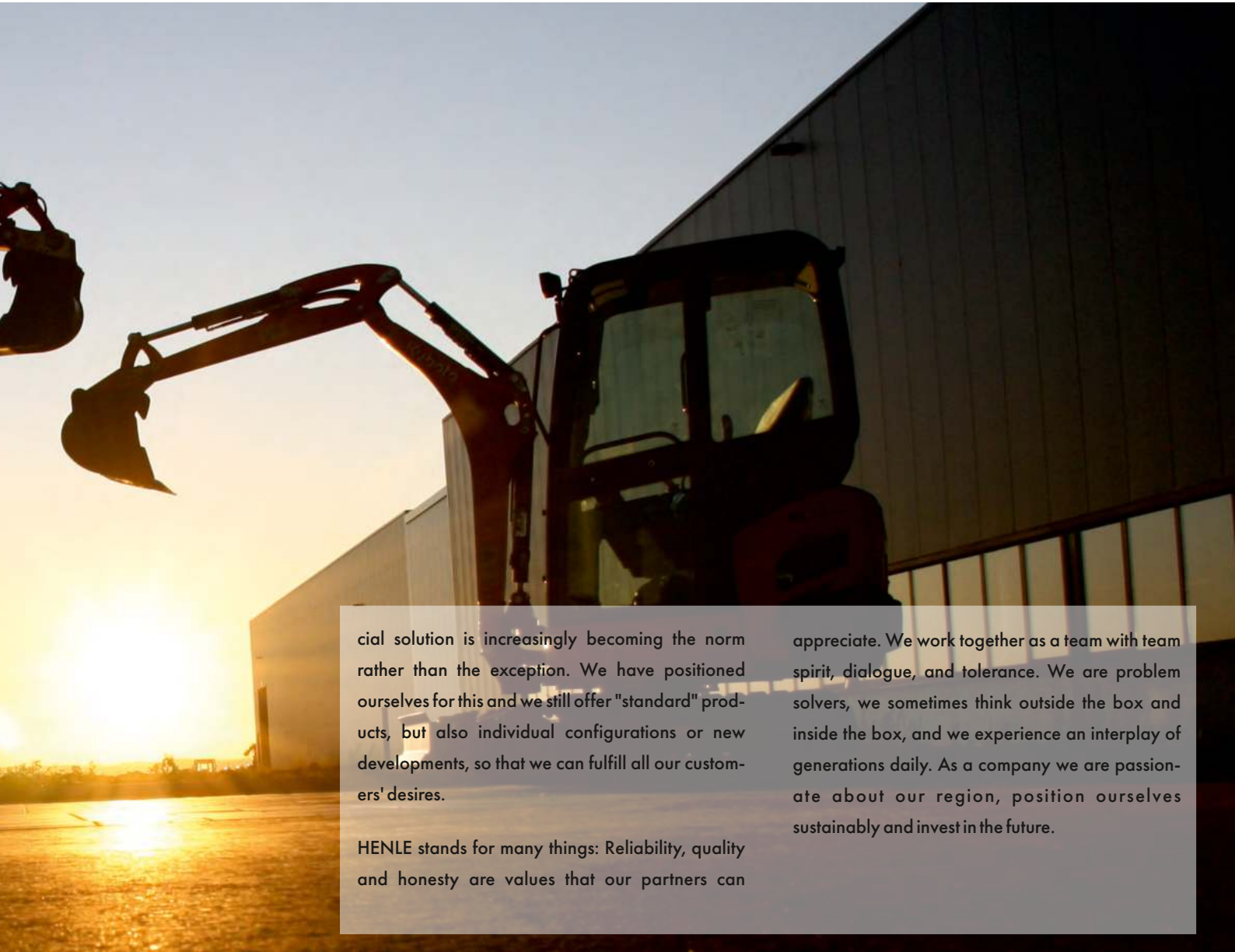
A large excavator is silhouetted against a bright, hazy sky at sunset or sunrise. The excavator's arm is extended upwards and to the right. The background shows a flat landscape with some distant trees and another smaller excavator in the distance.

A family needs a home. We found this special place in Rammingen many years ago. We are rooted here and proud to have a central production facility in southern Germany.

**The higher a tree grows,
the more important it is
that it has strong roots.**

That is why we are committed to this location in the future as well. We want to redefine our limits and move them further, but our focus should remain the same.

In addition to being available on site, as a family company we can also score points when it comes to individuality. Uniqueness not only runs through our team but can also be found in our product portfolio. The German market is a demanding one: the spe-



cial solution is increasingly becoming the norm rather than the exception. We have positioned ourselves for this and we still offer "standard" products, but also individual configurations or new developments, so that we can fulfill all our customers' desires.

HENLE stands for many things: Reliability, quality and honesty are values that our partners can

appreciate. We work together as a team with team spirit, dialogue, and tolerance. We are problem solvers, we sometimes think outside the box and inside the box, and we experience an interplay of generations daily. As a company we are passionate about our region, position ourselves sustainably and invest in the future.

HENLE MILESTONES



Foundation of HENLE
Baumaschinenverschleißteile
by Werner Henle.

1981



Company takeover
by Gerhard Henle.

1995



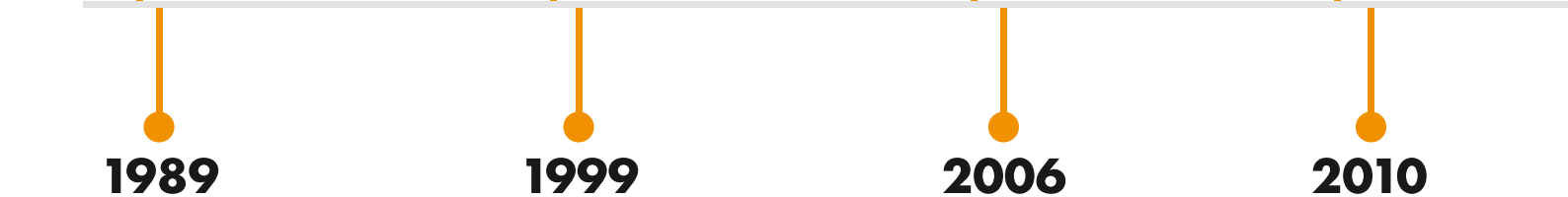
First OEM partnership.

2005



Quality management
certification:
DIN ISO 9001.

2008



1989

Construction of the first bucket.



1999

Foundation of HENLE
Baumaschinentechnik GmbH – the
cornerstone for today's company.



2006

Production of the first quick coupler.



2010

Participation in the IHK Program
Ökoprofit.
Certification according to
DIN ISO 14001 one year later.





New building at the site
„Am Stiegel“ in Rammingen.

2012



Commissioning of the first welding
robot. Gabriele Henle becomes
second managing director.

2017



Official start of the HENLE
future engine.

2019



Development of
the new QCprotect.

2022

2015

The third generation joins the
family company.



2019

New administration building and hall
built for series production.



2021

40 Years HENLE





**TOGETHER -
FOR EACH OTHER**

RESPECT
RECOGNITION
TRUST
TEAM
SUPPORT
ENCOURAGE

TEAM HENLE

The HENLE team is the basis for corporate success. Without the people who stand behind our products, HENLE Baumaschinentechnik GmbH could not continue to work successfully.

Approachability is very important to us. In the case of internal or external problems, we work together to find a solution. The direct superiors are always ready to listen to their employees. The same of course also applies to the management.

We are known for making the impossible possible. For our employees, this means that we move and stand together when a crisis arises. We hold together when the situation seems hopeless. This is particularly evident in difficult economic times. Thanks to the commitment of the team, which can also work under pressure, we made it through the crises of recent years without layoffs or short-time work. We don't break down because of a crisis, but rather see it as a challenge that must be overcome.

The company protects its employees to the best of its ability. We have emergency plans that are primarily aimed at ensuring that all workplaces in the HENLE team are safe. With this security we can overcome obstacles and continue to develop.

**“Trust is the fuel” -
that is our team initiative
that began in 2019.**

We encourage trust amongst each other, because we see an enormous potential for both team and company in this important factor.



Working together in a team transforms togetherness for one another. This allows the strengths of everyone to be brought out and the weaknesses to be minimized. People stand up for one another and help each other with problems. We no longer think so strongly in departments and can learn to appreciate other work. We find solutions across different departments and always as a team.

Christiane Henle, Head of Planning and Procurement,
HENLE Baumaschinentechnik GmbH







TEAM HENLE

Trust means appreciation. Both elements united means that individual potential can be better exploited. Young employees learn from long-term colleagues and thus form a symbiosis.

New ideas, creativity, experience, and knowledge. Try yourself, be brave, go other ways. It's easier with your colleagues standing behind you. In the HENLE team, all members can rely on the fact that knowledge is not extracted, but shared. Our employees place their trust in the management, which ensures that no one is left behind due to further development, digitalization, or automation.

Dialog is an important component of our team philosophy. Although it is sometimes difficult, we always try to discuss solutions as a team – within or across departments – because it is all of us who experience problems and stumbling blocks daily. Yet dialogue is a good solution: Since the beginning of our future engine initiative, we have identified weak points and worked out resolutions together. Every meeting and every discussion improve mutual understanding and serves to reduce problems in the long term.

A continuous dialogue helps to contain stress and anger in the team, which ultimately also contributes to more efficient order processing.

**We don't want isolated departments –
there is only one team HENLE and
not several different ones.**

That is why we take the training plan of our trainees seriously: On the one hand, they should be taught the required course content, but on the other hand, above all, they should get to know the entire process and the different colleagues. For this reason, all commercial trainees work in administration for a short period of time, while business trainees can experience work in production.

In addition, we have noticed one thing: Problems that arise in a department can rarely be resolved within the department. In many cases, a little relief in one place leads to greater conflict in another. Problems concern us all and we can only solve them as a team.

TEAM HENLE

Breaking hierarchical structures also makes cross-departmental project work possible and opens new avenues. Joint workshops help to get to know each other better, to think in a solution-oriented manner, but not to forget our colleagues. In this way we can quickly assess the impact of a change on the links of our chain and thus avoid the domino effect.

The HENLE team lays the foundation for the company's success.

We are in the steel processing industry and our employees in production must complete a hard job every day, while our colleagues in administration must put a lot of energy into planning and driving a growing company.

We are all gears in our engine. If one component does not work, the entire machine grinds to a halt. If one department fails, it has a huge impact on the other departments. This company stands and falls with our employees.

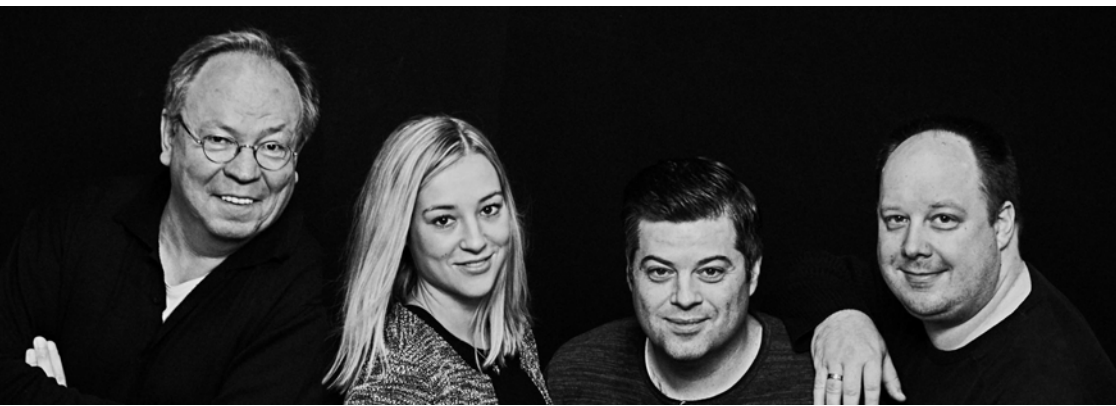
That is why we have been investing in the health and social security of our team for years. The HENLE health program has uninterruptedly developed

over the many years. Every year we have a health month in which our team can attend lectures, use trial lessons in various sports or have health checks carried out. In addition, we regularly offer sports programs for our employees. Since summer 2019 we have been cooperating with a regional fitness studio that attaches great importance to general fitness.

The bike leasing program that we have been offering since mid-2020 is also very popular, plus cycling is a sport that is healthy and protects the environment.

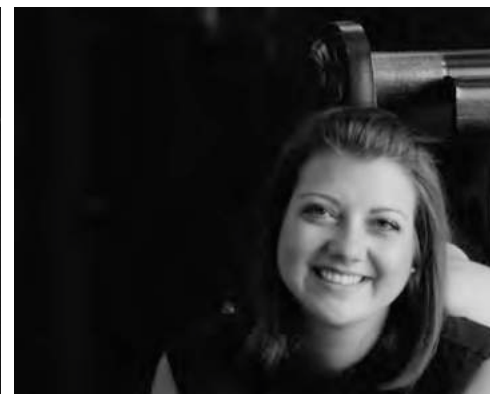
In addition to health, there is a second supporting pillar in our pension system: the social security of our team members. At a time when individual protection is becoming more and more important, we support our team with various social benefits. We offer the HENLE team a company pension insurance, a company health insurance, and a private accident insurance. We not only protect the workplace of each individual employee, but also want to provide support in the private sector.





TEAM HENLE





TEAM HENLE






HENLE PRODUCTS

**HONESTY
SERIOUS
RELIABLE
QUALITY
ESTEEM**

**WE MAKE
THINGS POSSIBLE
THAT MAY SEEM
IMPOSSIBLE.**

**WE ARE
PROBLEM SOLVERS
WHENEVER CUSTOMERS
NEED OUR HELP.**



Quality is not only a core value of our company, but also the highest requirement for our products and services. High quality is a standard that is required today – that is why it is even more important for us to uphold this value and to live it in our daily work. Our products must be reliable for our customers. We do not build products that work poorly or that have been slimmed down in terms of materials. We build high-quality and durable attachments with which the customer has the best possible benefit.

To ensure quality standards in-house, we have made it our principle to invest in our vertical range of manufacture. Thanks to this strategy, we remain flexible as a company and have the quality of processing and design in our own hands. Flexibility means that we can rely on our own production in emergency situations and thus continue to be able to deliver even if one of our suppliers fail.

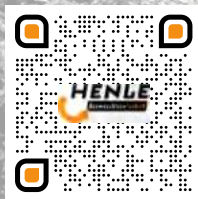
The quality of the products depends to a large extent on the quality of the machines used for them. That is why we only use modern, high-quality machines that are regularly serviced. Of course, we exchange our machines if they no longer meet our quality standards.

Our production is also state-of-the-art: We can reliably manufacture parts with precision – on our CNC machines or with the help of our welding robots. In addition, the welders in our production work at the highest level – all have a valid welding certificate and are constantly trained.

This combination of mechanical high-tech and human know-how results in a perfect symbiosis that enables us to manufacture individual and high-quality products without overloading production. Our employees have the capacity to concentrate on complex and demanding work, while our machines take over monotonous work processes and serial production.

To be able to guarantee a consistently high product quality, our quality management department carries out controls during the ongoing process. We are certified according to DIN ISO 9001: 2015. We attach great importance to implementing and integrating the theoretical concepts and requirements in a practicable and sensible way of working.

Finally, there is a lot of quality in our team: Our team benefits from many years of work in steel construction and in the manufacture of attachments and is being continuously trained. That is a good thing, because every employee must carry out his / her work with the highest possible level of quality so that further processing can take place without problems and that the customer will receive a flawless and high-quality result. We know what we process and how best to manufacture the products. That is our promise of quality.



3D measuring machine



The companies Forschner and HENLE have been partners for many years. As a supplier, we appreciate HENLE's ability to respond flexibly and as quickly as possible to our requests and problems. This is also due to the close proximity to HENLE.

Michael Blessing,
Regional Sales Manager at
Forschner Bau- und Industriemaschinen GmbH

RELIABILITY

Our customers will also discover competent and helpful employees in our sales team: Our field service is always there for our customers, as is the associated team in the back office in Rammingen, which takes on further customer care and processes orders.

Having a permanent and reliable contact person is no longer a given in today's business world. For us it is an asset that we do not want to give up and that we will therefore protect. The personal relationship with our customers is the basis for successful products. We invest in the next generation sales team at an early stage: young people are trained and introduced to the subject step by step. It is important to us that our sales team is proficient and can help with questions and difficulties. Safe and friendly advice is what sets us apart – and we do everything to ensure that it stays that way.

Reliability also means that we make honest statements, even if these are sometimes unsatisfactory. But we believe that we can be of more help to our customers with honesty than with any glossing over. This also means that we would rather admit that we do not know something than make false promises.

Finally, we make reliable statements in the everyday business world – our customers must rely on the accuracy of our communication to ensure a consistent work relationship and a suitable workflow.

We can offer our customers many services. This means, among other things, that we always have spare parts in stock so that we can deliver quickly in an emergency. In the event of damage, our products must be ready for use again quickly, which is why we also offer a repair service – matching perfectly with the aspect of sustainability.

Furthermore, it is extremely important to us that our products are constantly subject to additional development. This is necessary to meet our own demands as well as those from the constantly new markets and machine requirements.

Our production is geared towards realizing the highest possible customer benefits. Or to put it in another way: Our customers benefit from our structure of production – often without knowing it. We have a successful quality management system with a permanent department in which the quality of our production is constantly checked and, if necessary, improved.





We deliver "Made in Germany". We (almost) not have trade-in products – everything we sell runs through our own production facility. This makes us flexible, clear and gives us the ability to react quickly: We know exactly where our products come from. For this exact reason, our design and development department are located directly in-house - and more importantly: close to production. This is where technical changes and new developments are made, special customer requests are implemented, and our products are improved. In this way, we can accelerate the process and act flexibly, even when changes must be made to already existing technical products.

"To be reliable is the greatest good for our partners. When we promise something, we also make sure that it works. We keep our word - with trusted and constant contacts. We are fully at the service of the customer."

PRODUCTS AND SERVICES



Earthmoving

Earthmoving includes a multitude of application areas: from road construction and civil engineering to hydraulic engineering and trench construction. Basically, everything that changes soil in terms of shape, location or the nature of the soil, belongs to this area. The classic attachments such as backhoe buckets, ditch-cleaning buckets or gripper are mainly used here.



Cable Construction

Cable construction will also be a key issue for us over the next few years. Special attachments, such as our clay bucket or our spade bucket, are optimally tailored for this construction area. However, in connection with the broadband expansion, the requirements were specified again. In response to this, we developed the tele bucket. A large working depth can be achieved with its extremely narrow design, making it the perfect attachment for duct and cable construction.



Garden and Landscape Construction

Special attachments are also often required in gardening and landscaping. In this area one works not only with buckets, but also with ripper teeth, gripper and grab rakes. Should you have any special requirements, then please do not hesitate to contact our HENLE Team.



Clearing Work

Grab rakes and ripper teeth are the perfect tools for all kinds of clearing work. The HENLE portfolio provides them in all possible sizes, precisely tailored to your needs. They are mainly used in the forestry and agriculture industries.



Demolition and Recycling

The application area of demolition and recycling certainly requires special attachments. Particularly robust tools are required for demolition work. Rubble, concrete and other materials also have to be sorted afterwards. Our special buckets, such as the VHD or ripper tooth, are designed precisely for these requirements. Recycling means separating, conveying and storing the material – we offer the ideal solution for this with our demolition and sorting bucket with crossbars.



Quick Coupler

An excavator without a quick coupler is hardly imaginable these days. As an intermediate element between the excavator and the attachment, quick couplers enable uncomplicated work with various attachments. The HENLE QuickChange and HQ quick couplers are compatible with common quick coupler systems and are therefore an all-round solution for your excavator.



Tilt Coupler

Tilt couplers are a combination of the quick coupler and tilt motor and have been on the advance for several years now. We equip our tilt couplers with high quality tilt motors and thus manufacture high-performance accessories for your excavator type.

Individual Solutions

Your wish is our incentive: we also manufacture attachments according to your needs and ideas. Individual operations require individual attachments. That is why we have our own design and development department in-house. Thereby, we can react quickly to changes and new developments and are able to work together with you to manufacture a product that can really assist you. You don't have to make any compromises on your construction site. We stand by your side as a partner and try to make the impossible possible.



PRODUCTS AND SERVICES



Wear Parts

Wear parts are used to reinforce an attachment and – as the name already suggests – protect it from the usual wear and tear. They are therefore interchangeable. We stock wear parts, such as bucket teeth or steel for cutting edges, in our warehouse so that we can quickly react to all your requests.



Spare Parts

In order to be able to guarantee long-term use at the highest level, our attachments also consist of a number of components that can be replaced if they become inoperative. We always have spare parts in stock so that we can pass on our flexibility and security to you.



Delivery Service

We operate our own delivery service in the region. Our truck is constantly on the move within a radius of about 150 kilometers and delivers your orders. For this purpose, we have fixed tours that are run on a regular basis. Of course, we can also set up special trips to support you in an emergency.



Advice

The range of different attachments and associated equipment is continually growing – as are the possible uses and user requirements. It is therefore important to us to offer you advice concerning our components. Our sales or construction team will be happy to help you in finding an adequate solution to fulfill your special needs.



Safety

The subject of „safety“ for excavator attachments has become more relevant in recent years and will continue to gain in importance. Hydraulic couplings, such as with a hydraulic quick coupler, can pose a risk if they are not properly locked. In the worst case, the attachment can fall off and endanger people. We work every day to make our attachments, and thus your construction site, safer and less risky.

Repair Service

Our company finds its beginnings in the repair business. So, it is only natural that we should still offer a repair service. We like to act as a service provider and would also like to support you after the purchase. In addition, it is important to us to protect the environment and we believe that repairing attachments is better than disposing of them after only a few years. This does not only apply to HENLE buckets, but to all types of attachments, as long as we can transport them in our halls. Our repair team has over 30 years of experience in this field and is happy to help you.



We have been working with the HENLE company for over forty years. Our first contact was through the company's founder Werner Henle. Working with clay means that we have special requirements for our excavator attachments. HENLE manufactures these attachments on customer request – in the form and type that is necessary for our use. We particularly appreciate the good relationship with and support from our contact person at HENLE, Mr. Bayer.

Roland Kanefzky,
Gravel Pit Manager at Creaton GmbH



HENLE MINDFULNESS

REGION
JOBS
EDUCATION
SOCIAL
ENVIROMENT
JUST
ECOLOGICAL

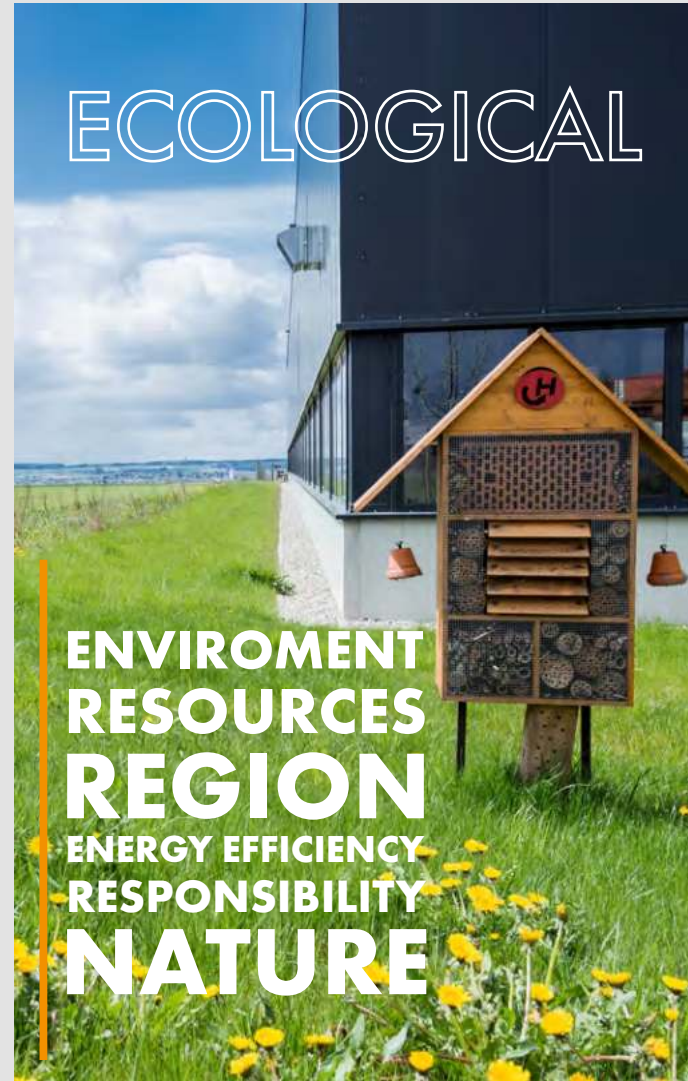
HENLE MINDFULNESS

Our sustainability philosophy is based on three pillars: ecological sustainability, economic sustainability, and social sustainability. It's about creating awareness and approaching things with that mindfulness.



We want to be pioneers in our region when it comes to sustainability. We are rooted in our location in Rammingen and see our future here. The region in which we are based gives us a lot and that's why we want to give something back to the region. We are socially involved in regional clubs or in campaigns with various groups, such as the kindergarten in Rammingen or the special needs school in the neighboring village.

Gerhard Henle, Managing Director,
HENLE Baumaschinentechnik GmbH





SOCIAL

**TRUST
RESPECT**

SOCIAL SERVICES
TEAM SPIRIT
EXPERTISE
SOLIDARITY
ACHIEVEMENT



ECONOMICAL

FAMILY BUSINESS
**PARTNER
SECURITY**
3RD GENERATION
SUPPLY CHAIN
TRAINING
VALUE

ECOLOGICALLY SUSTAINABLE

As an industrial company, we are aware of our responsibility towards the environment and the earth's finite resources. In 2010 we took the first step towards making our company more ecologically sustainable by participating in the regional IHK program "Ökoprofit". In this project, we were able to systematically put our company to the test over a period of one year together with other companies. "Ökoprofit" is a coherent concept that makes it easy for companies to integrate ecological sustainability. This has many advantages, because with every resource and energy saving measure, you can also save money. In 2011, we completed the project with a DIN ISO certification 14001 in resource and environmental management.

It has now become part of our everyday work to think and act in an ecologically sustainable manner. With every new machine purchase and every new construction, we attach great importance to energy efficiency. The roofs of the company buildings are equipped with photovoltaic systems. We can currently produce almost half of our electricity needs ourselves and use it for our operations.

And this even though the construction of the new administration building, and another production hall has increased our energy demand. We have also succeeded in centralizing our power supply as a whole and thus supplying our older location with the photovoltaic system. Energy that we produce ourselves is also used in other ways: All extraction systems and compressors are equipped with a heat recovery system. The water used in our changing rooms and showers is heated by solar energy. In total, we obtain around 73 percent of energy from CO₂-neutral sources.

At HENLE, we heat in a modern way. Core activation has been implemented in the hall floors in the production hall, which was completed in 2019. This type of heating is currently the lowest energy system that can be applied. The paint shop and the associated drying room, which must be constantly heated, obtains energy through a network based on partnership. Heat comes from a block-type thermal power station in the neighboring sawmill. The entire older HENLE location is also supplied in this way. In recent years, the heating systems in the older halls have also been continuously modernized and, if necessary, replaced by more efficient models.





Sustainability, especially in relation to the environment, is now also used by many as an advertising measure. At HENLE Baumaschinentechnik, however, this principle is brought to life: it's not just about ecological sustainability, but also about assuming social responsibility and positioning yourself for the long term. We also notice that in the community: be it through involvement in regional events or the creation of training and jobs for people from Rammingen and the surrounding region.

Christian Weber,
Mayor of Municipality Rammingen





ECOLOGICALLY SUSTAINABLE

HENLE also has other measures for ecological sustainability: For some years now, we have been able to own several electric vehicles that can be used for local transport. The electricity we need comes from our own roof. There is also a strong charging infrastructure for e-vehicles on the company premises.

For us, environmental awareness starts with small things: it goes without saying that we separate our waste and only use recycled paper for internal documents.

The handling of hazardous substances continues to be an important topic. As a manufacturing company, we sometimes also work with problematic substances, which we limit to an absolute minimum through targeted management. Safe and separate storage of the remaining hazardous substances goes without saying and is monitored by our environmental officer. We take measures and precautions when working with hazardous substances. We also began switching to water-based paint in 2020.

We want to take responsibility in the water protection area and reduce solvent emissions to a minimum in the coming years.

It is also important for us to think about the environment outside of our buildings, on our company premises. Our site is surrounded by fruit trees instead of simple bushes. This way we can do something for the environment and at the same time we can provide organic fruit for the team.

We have also added a flower bed to the administration building, and another is planned to line the border to the street. This means that bees can also have a home with us. We avoid using all pesticides in our green spaces.

We want to play a pioneering role in our industry and region and encourage others to deal with the environment and resources. For Team HENLE, acting in an ecologically sustainable way means operating a permanent improvement process. Many ideas on resource conservation and environmental protection come directly from the team: These include, for example, the handicrafts of various insect hotels with the local kindergarten, ideas to reduce paper or the complete processing of the company fruit.

In the end, it's the little things that make a big difference.



It is important for our sports club that companies from the region agree to support us as sponsors. HENLE has been one of our main sponsors for many years. During this time, we have always worked well together as a club and sponsor. We look forward to many more successful years together!

Regina Hiller,
Sports Club Rammingen





SOCIALLY SUSTAINABLE

Acting in a socially sustainable manner as a company is a matter close to our hearts. It starts with our location. We know what the region and the community give us. Over a quarter of our employees come directly from Rammingen, and many others from the surrounding area. It goes without saying that we give something back to the region through appreciation and active support in the social and cultural area.

For this reason, we are very happy to support youth work in a region, the Alb-Donau district. We sponsor a variety of different sports and clubs. From our point of view, running associations and aid events is a gift for the region. Here children and young people can come together and find a strong community. We therefore do not limit ourselves to classic sports such as soccer – on the contrary, new types of sports and clubs can also receive our support. We support all those who focus on volunteering, youth work and club activities – and not on accumulating money. Ultimately, we view these young people as our future: We have many trainees from the region.

Thinking in a socially sustainable way naturally also relates to the HENLE team itself. The first trainee began her apprenticeship at HENLE in 1999 as an industrial business management assistant. We now train every year in the industrial and commercial sector: from industrial business management assistants to cutting machine operators. It is important that the young people fit into the team and feel that they belong.

And it seems to be working well, because so far, we have been able to employ all trainees after they had successfully passed their training. Most of these alumni are still working at HENLE today.

The team is the basis of the company's success – not the machines, products, or IT infrastructure. That is why we invest in our team not only commercially but also personally through social services and offers. In addition to various insurance policies that provide private support and protection for every employee in an emergency, HENLE also has a health management system. In addition, water and fruit are available free of charge in all buildings. We also organize the "HENLE Health Month" every year, which includes a selection of different events. Whether sport, nutrition, health, or mental well-being – we are proud to provide something for everyone. We have been taking part in the Ulm city run as a team since 2017. Together we had already run 621 kilometers for HENLE by 2021.

We are a family. That is why we hold a summer festival every year. On this special day, our team members are cordially invited to bring their families to a cozy get-together on our company premises. As a family company, we are approachable – from employees in the workshop to managing directors.

ECONOMICALLY SUSTAINABLE

We are a family business, and we will remain a family business. That is the foundation for a sustainable corporate management.

For us, working in an economically sustainable way means setting up our company for the long term and securing it for the future. We want to grow and develop sustainably.

To do this, we create long-term partnerships with customers and suppliers. Short-lived business relationships do not fit our convictions.

Our supply chain is secured by reliable business relationships, while an open exchange and a communicative purchasing strategy form the basis of our cooperation. Accordingly, we attach great importance to partners who deal with the topic of sustainability.

For us, economic sustainability also means that we rely on well-known and proven craftsmen from our region for daily work on our facilities or new buildings. We have a long-term partnership with many craftsmen. We also pursue the same philosophy with partners regarding our machine park. We value personal advice on site.

The demands and requirements that we place on our machines are individual and must be discussed in detail with our suppliers. In this way, we can ensure that new machines can be used optimally and reliably. Finally, partnerships within the region are invaluable and guarantee the longevity of the machines.

With our modern machine park, we realize a high level of vertical integration at the location in Rammingen. This means that we can still carry out all manufacturing steps in-house and produce a large part of the components. In this way, we remain independent even in times of crisis and can compensate for possible delivery problems caused by suppliers.





I don't only see our future in the manufacturing of attachments. We have to build a movement in which we can create something bigger and also create a team that goes beyond products and with whom we can do everything. The future engine is our project to meet new requirements and to reach the next generations.

Kevin Bee, Head of Organization and Finance,
HENLE Baumaschinentechnik GmbH





ECONOMICALLY SUSTAINABLE

In addition, we maintain a heterogeneous customer structure. To do justice to all our customers, it is important to us not to become dependent on one major customer. We have an obligation to all our customers alike. For us this is also an aspect of sustainability - as is a clear sales policy and strategy. That is why we are expanding our market to other European countries. An internationally well-positioned and stable company is not as susceptible to economic fluctuations within a market and thus remains a solid partner for its customers.

Our products must also fit into this concept. We offer our own repair service in Rammingen. This is not only where our roots lie, but also an important philosophy for the future: What we manufacture in-house should not be short-lived. We don't downgrade our products - we prefer to develop a highly wear-resistant product variant for even more complex requirements that complements our high-quality standard line. The team's mantra is therefore: What we manufacture, can be repaired in-house.

Our understanding of an economically sustainable company manifests itself first and foremost in the HENLE team.

The business is assured – in all areas of the company.

In 2015, the 3rd generation of the founding family joined the company. Our four-person junior team manages different departments. The advantage of this cannot be dismissed out of hand: all areas of the company are still heard by management, so that no one is forgotten or put on the back burner.

This demographic structure runs through the entire team. Young trainees move up in all areas and take on tasks and responsibilities.

We are in the best possible situation: Young and experienced are currently working in the company at the same time and knowledge can be passed on without pressure and stress. As a result, new ideas are always welcome, but traditions are preserved at the same time. True to the motto: "Preserve the good and create the new" – we are a stably positioned team, ready for the future.



SUPPLIERS AND PARTNERS

**PARTNERS
TOLERANCE
LOYALTY
RELIABLE
FAIR**

SUPPLIERS AND PARTNERS

Our suppliers are partners of our company. As such, they represent an important part of our production chain. We look for long-term partnerships and develop cooperation based on loyalty and reliability.

In this way we can design solutions for our customers together with our partners. Our suppliers have the know-how of their products. With their knowledge and our experience with attachments in general, we can optimally implement the requirements and wishes of our customers.

Together with our suppliers, we can help customers solve problems or meet special requirements. With them as a partner, we can solve difficulties and find optimal solutions for our special requirements. Above all, this serves to minimize errors.

For HENLE, partnerships with long-term suppliers are a win-win situation: We trust and support our partners. Equally, we can rely on consistently good quality and, in difficult times, on their help.

We are in regular contact with our suppliers to ensure intact and effective supply chains. A short-term strategy and quick changes do not fit into our philosophy. We grow together with our suppliers and thus guarantee consistently good quality. Everyone benefits from this because the customer knows: We keep our promises.

In addition to the joint further development of technical components, this also includes a management system in our planning and procurement. It goes without saying that we monitor delivery times and quality. We attach great importance to reliability. We communicate with the suppliers on an equal footing. This means that we can identify problems early on and eliminate them more easily. We try to find solutions in mutual coordination to promote long-term partnerships and to continuously develop.

For us, partnership means not to let our suppliers down in difficult times and to stand by them if we can.

Successful corporate management only works if the entire supply chain is considered. The supplier is an important part of the chain and, like the customer, needs to be considered and protected. This includes a certain amount of understanding for one another. Our supply chain is a long-standing and reliable structure in which there is a lot of know-how and experience - a change of supplier makes no sense from a business point of view.



We see our suppliers as partners with whom we can develop products together. Our supply chains must always run smoothly so that we can keep our promises. We are looking for suppliers who suit us. We want to work with them in such a way that, in the end, both sides benefit from it.

Tobias Gnann, Head of Production and Technology,
HENLE Baumaschinentechnik GmbH

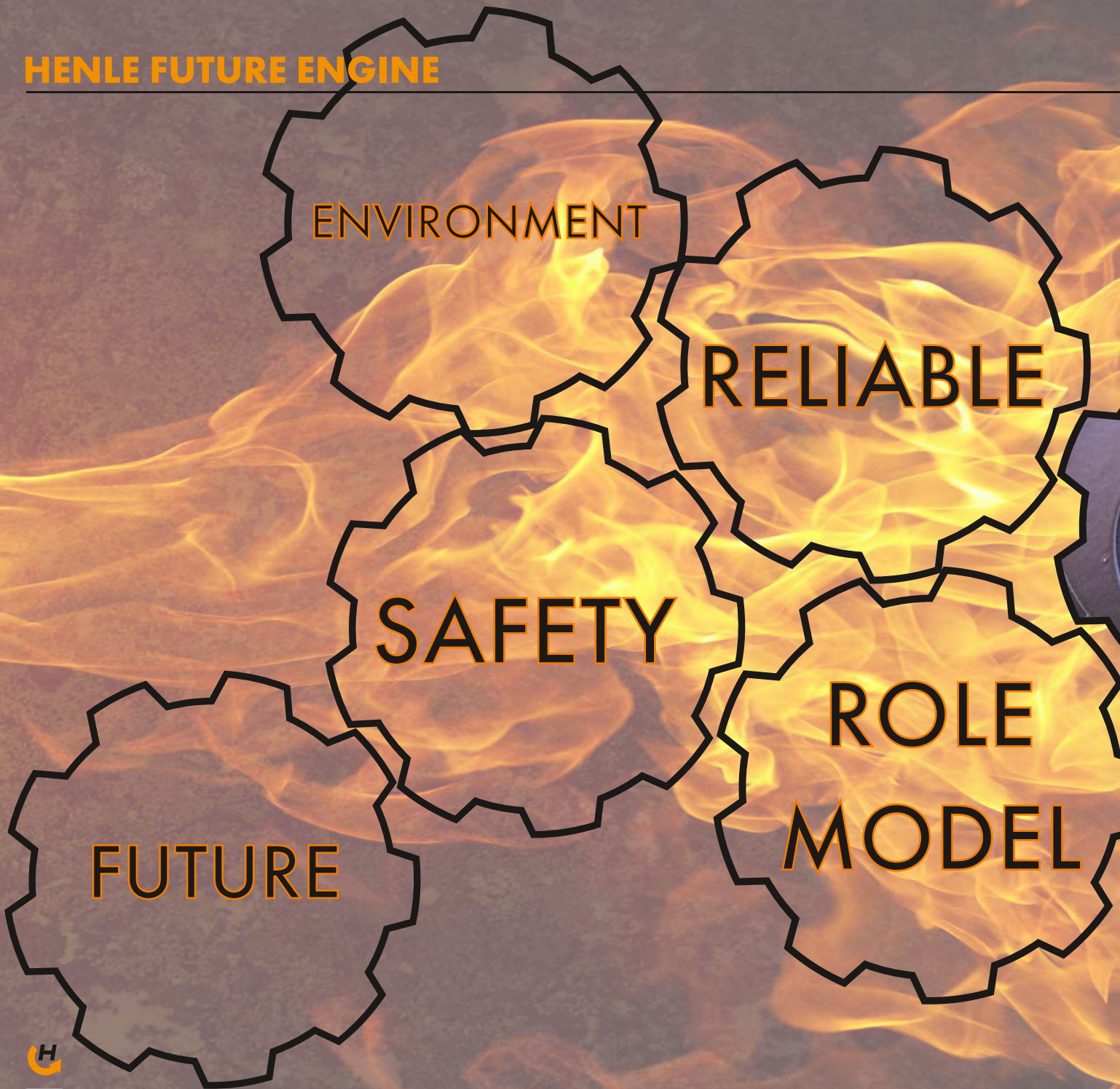


HENLE FUTURE ENGINE

CREATIVITY
OPPORTUNITIES
DEVELOPMENT
SUCCESS
DIVERSITY OF IDEAS
TECHNOLOGY

CONSISTENCY
TRADITION
FAMILY BUSINESS
DYNAMICS
INNOVATION

HENLE FUTURE ENGINE





TRUTH

TOGETHER

TRADITION

QUALITY

UNITED





HENLE FUTURE ENGINE

In 2019 we launched the HENLE future engine. We wanted to secure our future with this initiative. It was the starting shot for the future-oriented positioning of HENLE Baumaschinentechnik GmbH.

In a society in which not only our private, but also our working life is constantly developing, it is essential to deal with current topics and trends. Issues that were clearly defined and taken for granted a few years ago may change completely in the future. There are constant new ways of thinking, not to mention the seemingly endless possibilities of technological advances. We as a company cannot escape this process and we do not want to. On the contrary: we want to move forward, actively, and optimistically with the times and their changes.

As the saying goes: "The best way to predict the future is to design it yourself." We take this mantra very seriously and create the prerequisites for progress and innovation with the HENLE future engine, without neglecting our roots and traditions.

The foundation for our future direction has already been laid at all company levels. We have expanded our facilities, created new jobs and, above all, apprenticeships, and established modern machinery and digital infrastructure. Our processes and structures grow with us and are being further improved with the HENLE future engine initiative. It is not about replacing workers or jobs. We want to facilitate the flow in our everyday work so that our team can use its energies where they are most needed.

HENLE FUTURE ENGINE

Our product portfolio is also part of this development: We never resist new requirements for attachments, even if that means a completely new development that may even displace an existing product. The future lies in individuality – we design our portfolio accordingly.

Research and development should not just be a worn-out department term. With help of tradition and innovation, we want to create a living structure that gives us security for the future. We combine existing knowledge with new ideas and combine different perspectives so that we can continuously evolve.

The demographic balance of our team enables us to use the results from an interplay of experience and tradition and a variety of ideas and innovation. Our team brings a breath of fresh air into our company and put things that have been around for a long time to the ultimate test. We will of course keep our core strengths – they are the heart of our company. Based on this foundation, we can only get better with creativity and new approaches and take on a pioneering role in our region.

At HENLE we find ourselves in an interplay of generations every day. Admittedly – the path to a perfect symbiosis is not easy. Nevertheless, we are convinced that we can achieve this goal and we constantly do our best. Our young colleagues, as well as our upcoming management team, are learning new things. It is important to appreciate the achievements of our experienced team members, because without their commitment we would not be where we are today. We honor and protect this legacy. Equally, new employees can develop themselves further, introduce new ideas and provide support with other experiences.

We are convinced that with team spirit, willingness to compromise, tolerance, and readiness to learn, we can overcome emerging hurdles and shape our future positively. Because that is exactly what we work for every day. For a future in which HENLE Baumaschinentechnik GmbH is long-term and successful.





Work shouldn't just be a duty – there is always more to a team. Especially at this time when our company is constantly on the move. With the right attitude we can achieve a profit for everyone: as a team, we work on maintaining a healthy mixed average age; and we remain flexible in order to react quickly and reliably to customer and market fluctuations.

Regina Gnann, HENLE Baumaschinentechnik GmbH
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