



# HENLE WORLD

INTRODUCING A FAMILY-OWNED BUSINESS



GROWING STRONGER



## IMPRINT

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# PREFACE

Dear Readers,

This brochure offers you a glimpse into our family-owned business, our values, and how we operate. Above all, it showcases what drives us: the HENLE team – the people behind our daily work.

You'll get to know us, our products, and how we collaborate with customers and partners. We also highlight the importance of our roots, our location, and topics such as sustainability, reliability, and responsibility.

We don't just think in economic terms; we also consider our surroundings – our employees, our region, and our environment. Taking responsibility is second nature to us.

Dive into the world of HENLE and get to know us.

Your HENLE Team

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*“HENLE is a family business through and through. The company was founded in 1981 by Werner and Irene, my parents-in-law. Since then, we have grown from a small metal-working shop into a medium-sized industrial company.*

*My husband and I took over HENLE more than 20 years ago. Today, we are delighted that the next generation is already helping out in the company.”*

**Gabriele Henle**  
Managing Director



# THE FAMILY BUSINESS

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At HENLE Baumaschinentechnik GmbH, the term “family business” is more than just a label for us. We are a genuine Swabian family business and proud to bring these 19 letters to life. Founded by Werner Henle and his wife Irene, the company is now led by Gerhard and Gabriele Henle. The third generation is already part of the extended management team – the succession is secure.

TEAM is a top priority for us: Christiane Henle, Tobias Gnann, Kevin Bee, and Kathrin Henle-Bee lead different departments on an equal footing. For us, “family and business” means thinking of them as equals – looking out for one another, finding compromises, and standing up for each other.

Our workforce is diverse and spans all age groups. This allows us to combine experience with fresh ideas and create real added value. We remain true

to our values and our location in Rammingen, yet we also look to the international stage: a loyal customer base in Europe is served from here, and long-term partnerships worldwide ensure our success.

Our roots in Rammingen give us stability:

*“The taller a tree grows,  
the more important strong roots are.”*

This is what guides us – rooted in the region, globally connected, and innovative in both products and services.

At HENLE, our uniqueness is evident not only in our team but also in our product portfolio. In addition to standard products, we offer customized solutions tailored to your specific requirements, ensuring that no customer request goes unmet.



*"I'm happy to work at a family-owned business. There's a great atmosphere within the team – not just among family members – and we all pull together when things get tough. Team HENLE is like one big family: we support one another and get more done together than we would on our own. For us, a family-owned business also means security for the future."*

**Kathrin Henle-Bee**  
Head of Marketing und Sales

# HENLE MILESTONES

# HENLE MILESTONES



### FOUNDING

Werner Henle founds HENLE  
Wear Parts for Construction Machinery



### FIRST IN-HOUSE PRODUCTS

The first buckets are designed and manufactured



### SECOND PRODUCTION FACILITY

with an administrative building is under construction



### FIRST TRADE SHOW

HENLE exhibits at GalaBau



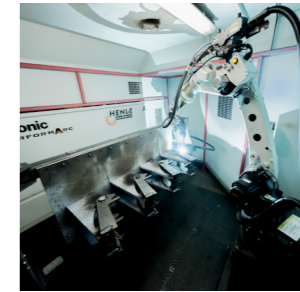
### THIRD FACILITY

is being built in Rammingen



### LARGEST CONSTRUCTION PROJECT

With the addition of its fourth production facility,  
the company is experiencing strong growth



### AUTOMATION & SECOND MANAGING DIRECTOR

The first welding robot is put into operation, and  
Gabriele Henle becomes the second managing director



1981

1990

1998

2004

2007

2012

2017

1986

1995

1999

2006

2008

2015/2017

2019

**NEW LOCATION IN RAMMINGEN**  
with a production facility and office

**GENERATIONAL TRANSITION**  
Gerhard Henle takes over the company

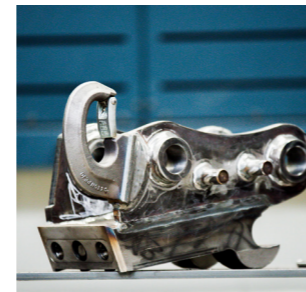
**FOUNDING OF THE LLC**  
The foundation of today's company

**EXPANSION**  
The first quick couplers are being produced

**CERTIFICATION**  
according to ISO 9001 and ISO 14001

**THIRD GENERATION**  
forms the "junior team" as a quartet

**NEW ADMINISTRATIVE BUILDING & FIFTH HALL**  
Capacity is being expanded



# TEAM HENLE

The HENLE team is the foundation of our company's success. Without the people behind our products, this success would not be possible. As a family-owned business, we place great value on closeness, trust, and solidarity – problems are solved together, and supervisors and management are always willing to listen.

In difficult situations, we stand together. Our team initiative "Trust is the Fuel" promotes appreciation, open dialogue, and collaboration across all departments.

The exchange between experienced and young employees is particularly important to us. Trainees get to know different areas of the company to understand

how everything fits together and to take on responsibility.

Production, administration, and management work hand in hand at HENLE. That is why we make targeted investments in the health and security of our employees – for example, through our wellness program with sports activities and bike leasing, as well as through company-sponsored insurance plans such as pension, health, and accident insurance.

In this way, we create a work environment where people can grow over the long term – and where team spirit forms the foundation for our shared success.



*"Work shouldn't just be a duty—in a team, there's always more to it. Especially now, when our company is constantly evolving. With the right mindset, we can achieve a win-win situation for everyone: as a team, we're working to maintain a healthy mix of ages, and we're staying flexible so we can respond quickly and reliably to customer and market trends."*

**Regina Gnann**, Key Account Management





*“Through collaborative teamwork, working together transforms into working for one another. This allows us to bring out everyone’s strengths and compensate for weaknesses. We stand up for one another and help each other when problems arise. This also helps us move away from thinking strictly in terms of departments and learn to appreciate the work of others. We develop solutions across departments and always as a team.”*

**Christiane Henle**  
Head of Planning and Procurement



## RELIABLE QUALITY

Quality is a core value of our company and the highest standard we set for our products and services. Our attachments must be reliable, durable, and made from high-quality materials so that our customers always receive the best possible value.

To ensure this quality, we invest in our in-house manufacturing capabilities, thereby maintaining control over both the manufacturing process and the design. Modern machinery, CNC turning and milling machines, and welding robots, combined with the expertise of our certified specialists, enable precise manufacturing at the highest level. Continuous quality management, incoming and outgoing inspections, and our DIN ISO 9001:2015 certification ensure consistently high standards.

For us, reliability is evident not only in production but also in service. Our customers have competent contacts in the field and in the back office. Personal relationships, honesty, and transparent communication are just as important to us as the products themselves – we provide clear information, even when it is uncomfortable, to build trust and confidence.

Our manufacturing and services are designed to maximize customer value. We continuously improve our products, perform repairs quickly, and keep spare parts in stock to ensure that machines and attachments remain operational at all times. This is how we combine the highest quality with true reliability – for products and services you can count on.



*“Forschner and HENLE have been partners for many years. As a supplier, we appreciate that HENLE responds flexibly and as quickly as possible to our requests and issues. This is also due to our proximity to HENLE.”*

**Michael Blessing**

Regional Sales Manager at Forschner  
Bau- und Industriemaschinen GmbH

# PRODUCTS AND SERVICES

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Our attachments are designed for daily use on construction sites: robust, durable, and reliable. Drawing on many years of experience in design and manufacturing, HENLE creates products that meet the highest standards and efficiently support our customers' daily work.

Our product portfolio includes a wide selection of high-quality attachments for construction machinery. These include quick couplers, swivel devices, backhoe buckets, trenching buckets, and swivel buckets. The range is complemented by additional attachments as well as adapters and plates that ensure an optimal connection between the machine and the tool.

In addition to proven standard solutions, we also offer customizations and special solutions for specific requirements.

But our work does not end with the completion of a product. Comprehensive service is an important part of our philosophy. We support our customers with a reliable delivery service, consulting, and replacement and wear parts, ensuring that machines and attachments remain ready for use at all times.

In addition, we offer repair and modification services directly at our facility. Many components can be repaired or adapted to new requirements, allowing equipment to be used for longer and ensuring that investments remain sustainable.

Our goal is clear: products and services from a single source – reliable, durable, and precisely tailored to our customers' needs.



# HENLE AWARENESS

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*"We want to be pioneers in our region when it comes to sustainability. We are deeply rooted in our community in Rammingen and see our future here. The region where we are based gives us so much, and that's why we want to give something back to it. We are actively involved in community organizations and local initiatives."*

**Gerhard Henle**  
Managing director

# ENVIRONMENTALLY SUSTAINABLE

As an industrial company, we are mindful of our responsibility toward the environment. As early as 2010, we began working with the regional Chamber of Industry and Commerce (IHK) program “Öko-profit” to make our company more environmentally sustainable. This was followed in 2011 by DIN ISO 14001 certification for resource and environmental management.

Today, sustainability is an integral part of our daily work. We prioritize energy efficiency in new construction and when purchasing machinery. The roofs of our buildings are equipped with photovoltaic systems, which currently cover about half of our electricity needs. Exhaust systems and compressors utilize heat recovery, and process water is heated by solar energy.

Our production halls are heated using modern, energy-efficient systems, including radiant floor heating and partnerships such as the combined heat and

power plant at a neighboring sawmill. Older halls have also been continuously modernized.

In addition, we rely on electric vehicles with our own charging infrastructure and use recycled paper for internal documents. Hazardous materials are kept to a minimum, stored safely, and monitored; since 2020, we have been using water-based paint to reduce solvent emissions.

Our company grounds are also designed with the environment in mind: fruit trees, flower strips, and pesticide-free green spaces provide a habitat for bees and benefit the team. Many sustainability ideas come directly from the team – from insect hotels to repurposing leftover fruit.

For us, environmental responsibility means continuously implementing improvements. In the end, it's the small measures that make a big difference.



*“Sustainability, especially when it comes to the environment, is now often used by many as a marketing tool. At HENLE Bau- maschinentechnik, however, this principle is put into practice: it’s not just about environmental sustainability, but also about taking on social responsibility and positioning the company for the long term. We see this in the community as well – whether through involvement in regional events or by creating training opportunities and jobs for people from Rammingen and the surrounding area.”*

**Christian Weber**  
Mayor of Rammingen

# SOCIALLY SUSTAINABLE

Social sustainability is important to us. As a company with deep regional roots, we know what the community gives us: Over a quarter of our employees come directly from Rammingen, and others from the surrounding area. We give back to the region – for example, by supporting youth programs, clubs, and sports projects. Volunteer work and community spirit are particularly important to us.

Our HENLE team also benefits from our commitment to social responsibility. Since 1999, we have provided annual vocational and commercial training and have permanently hired most of the graduates into our team.

Our team is the foundation of our success. That is why we invest in social benefits and health programs: company insurance, free water and fruit, and the annual “HENLE Health Month” focused on sports, nutrition, and well-being. Since 2017, the team has been running together for HENLE at the Ulm Einstein Marathon – covering a total of 621 km by 2021.

As a family, we host an annual summer party to which employees and their families are invited. As a family-owned business, we are approachable – from the employee in the workshop to the managing director.



*“It is important for our sports club that local companies 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 a sponsor. We look forward to many more years of partnership.”*

**Regina Hiller**, Sports club Rammingen



# ECONOMICALLY SUSTAINABLE

We are a family-owned business – and we intend to remain one. This is the foundation for sustainable and long-term successful business management.

For us, economic sustainability means building a stable company, fostering solid partnerships, and combining growth with responsibility. One-time or short-term business relationships do not align with our philosophy. Open communication, reliable partners, and a collaborative procurement strategy secure our supply chains and ensure the quality of our products. In doing so, we deliberately rely on long-standing local craftsmen and established partners for our machinery.

On-site, personalized consultation is a given for us: New machines must be used optimally and be able to operate reliably. Our modern machinery in Rammingen enables a high degree of vertical integration, flexibility in times of crisis, and the ability to compensate for delivery bottlenecks on our own.

Our customer base is diverse, allowing us to remain independent of any single major client. A clear sales policy and a strategic focus on the European market ensure our long-term stability. Our products also follow this principle: on-site repair services, durable components, and highly wear-resistant variants ensure that we offer sustainable solutions that do not need to be replaced quickly.

Sustainability is particularly evident in the HENLE team. The third generation has been active since 2015, supported by a four-person team of young professionals. Young and experienced staff work hand in hand; knowledge is passed on, new ideas are encouraged, and traditions are preserved. True to our motto:

*“Preserve the good and create the new” – this is how we shape our future in a sustainable and responsible manner.*



*“I don’t see our future only in the manufacture of attachments. We need to build a movement where we create something bigger and, beyond just products, put together a team capable of achieving anything. That’s how we’ll lay the groundwork to reach future generations and ensure our long-term success.”*

**Kevin Bee**  
Head of Organization and Finance

# SUPPLIERS AND PARTNERS

Our suppliers are key partners for our company and a central component of our production chain. We deliberately focus on long-term partnerships based on trust, loyalty, and reliability. Together, we develop solutions for our customers: our partners contribute their product expertise, while we bring our experience with attachments. This allows us to optimally meet customer requirements.

This close collaboration enables us to solve even complex challenges and meet special requirements. At the same time, it helps minimize errors and continuously improve processes. For HENLE, the partnership with long-standing suppliers is a clear win-win situation: We rely on their quality and support – and stand by them as partners even in difficult times.

Regular communication ensures that supply chains

remain stable and efficient. Short-term strategies or frequent changes in suppliers do not align with our philosophy. Instead, we grow together with our partners, thereby ensuring consistently high quality.

In addition to jointly developing technical components, we rely on structured management in planning and procurement. Delivery times and quality are continuously monitored. We always engage with our partners as equals, so that problems can be identified early and resolved together.

After all, successful business management always considers the entire supply chain. Suppliers are an essential part of this chain – just as important as our customers. Our supplier network, which has grown over the years, combines experience, trust, and expertise, thereby forming a stable foundation for sustainable business success.

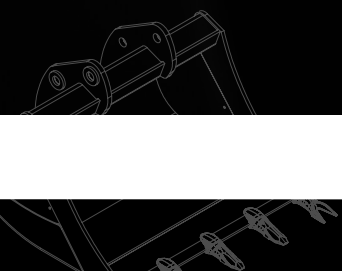


*“We view our suppliers as partners with whom we collaborate to further develop products. Our supply chains must always run smoothly so that we can deliver on our promise to customers. We look for suppliers who are a good fit for us. We want to work with them in a way that ultimately benefits both sides.”*

**Tobias Gnann**

Head of Production and Engineering





**GROWING STRONGER**