



heinlein
plastik-technik

People and the Environment





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Principles and values

Now in our fourth generation, with Saskia Wellhöfer as director, we take a certain pride in looking back on the development of a company that began in 1932 in Zirndorf near Nuremberg and since 1978 continues at the company headquarters in Ansbach.

We are committed to our location in Ansbach and to Germany as a whole. With the Ansbach University of Applied Sciences and the Mechanical Engineering School of Ansbach located nearby, we are ideally situated to benefit from technological resources and just the specialized expertise that we need. This ensures our access to state-of-the-art knowledge and practical skills in the long term and into the distant future. This in turn helps us continue to offer quality jobs, as it is this very expertise in the local region that plays such a key role in maintaining our cost-effectiveness and competitiveness.

What other companies tout with catchy slogans and elaborate, high-gloss company brochures, Heinlein Plastik-Technik quietly puts into practice every day:

We are committed to providing all of the necessary resources for meeting our company objectives. The fundamental benchmark for each of our business relationships is the trust that our customers and business partners place in our performance, our reliability and our quality. We believe that customer satisfaction is the only way to support long-term business relationships and that it benefits both sides.

Motivating one another, building bridges and cultivating a team spirit in order to reliably and quickly meet our shared goals – that is what we support and promote through our work.

Fellow employees – our fellow human beings

Although it is a widely accepted concept, the term “human resources” is rarely used in our company – our employees are also our fellow human beings. Every employee is important to us, and contributes to our performance (quality, product) as well as the company’s success. This promotes a greater appreciation of employees’ work, a greater sense of satisfaction, and also enhances trust in each and every employee, from managers to janitors. The results of this worldview are dedication, professionalism and a commitment to quality – exactly what our customers rightly expect from us.

The Workplace Oscar award was given to Heinlein Plastik-Technik for a good reason. Heinlein Plastik-Technik was awarded the “Job Star” for the Nuremberg metropolitan region for our outstanding workplace environment and for creating new jobs. Flex-time models help our employees to make their everyday lives more family- and partner-friendly, both inside and outside the company.

We provide our employees with annual allowances for training and continuing education. Through lifelong learning we are able to remain at the cutting edge. We reward initiative and consistent dedication. In our view, the many years that some employees have spent with our company, both as trade and salaried workers, further attests to our dedication to valuing experience, competence and expertise.





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We promote and protect the knowledge that we want to share:

We offer young people a variety of ways to start their careers with us. Heinlein currently offers vocational training in the following areas:

- Industrial clerk
- Tool engineering technician specializing in mold construction
- Process engineer / mechatronics engineer

At Heinlein, healthy food is a guarantee. You are what you eat, as the saying goes. Or even better: food and drink keep the body and soul together. In our cafeteria employees have access to a varied and delicious selection of food offerings, most of which is locally sourced.

Through our suggestion and improvement system, we give our employees the opportunity to submit suggestions and ideas for improvement. This way each employee can participate and they receive prizes if their suggestions are implemented.

The environment – protect and conserve

Overall, we look at the environment in terms of how our company impacts nature. We try to keep our foot-print as small as possible by implementing energy-efficient procedures and methods that conserve resources.

Through investments in plant, process, heating and lighting technology that are not reducible to a purely economic logic, we have been able to significantly reduce energy usage over the last two years even with increasing production volumes.

Our guiding operating principle is to replace inefficient process components while pursuing new- and replacement product investments. Our existing machine fleet is increasingly being replaced by higher-efficiency machines. According to the manufacturers' information, partial and fully electric drives provide energy savings of up to 25 percent.

Energy savings have also been realized by replacing fluorescent lamps with LED lights and by making efficient use of waste heat generated in the injection molding process to heat our warehouse and production areas.

Since three years we have also generated a sustainable amount of energy for our own use through a rooftop solar system, with an output of about 300 KwP. Though Heinlein is currently an energy supplier, the system was designed for our own use in the future, another factor to our commitment to the location.

Energy-Management-System (DIN ISO 50 001):

This certification is our motivation to improve and to optimize all internal processes and production-structures. Efficiency in this environmental view means to critically analyze all consumptions of energy, resources and materials and to reduce the generation of emissions and waste in all forms of occurrence.





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Shop-Floor-Management:

The methods of LEAN-management combined with training efficient problem-solving-techniques ease the efforts of every-day-challenges in production and administration at Heinlein. Combining this with narrative statistics brings us a step ahead of all competitors.

At first the effort to eliminate volatile cleaning solvents and establish the exclusive use of biodegradable hygiene and cleaning products was a challenge for our company. Today, thanks to the products' better dermatological compatibility, many of our employees are benefiting from this decision – as is the environment.

Installing a UV-C sterilization system to have cooling water. This device uses ultraviolet light to disinfect the water used for cooling the forms. High-performance light sources ensure that germs and bacteria are eliminated and destroyed. This sterilization device is economical, environmentally friendly, has a long lifespan and guarantees the best possible water quality.

Concentrating on freight forwarders who are certified for ISO 14001:2001 + OHSAS 18001:2007 (Environmental and Workplace Protection Management). The transport and delivery of our products are compliant with the strictest requirements for environmental and workplace protection.

Bike to work:

Heinlein supported the local health insurance authority in its "Bike to Work" campaign. More than 60,000 employees from thousands of companies were encouraged to start using their bikes to commute to the office. About 25 of them work for us!

Never stop thinking – lifelong learning:

We work hand in hand with Hochschule Ansbach, the local University of Applied Sciences. We are ideally situated to benefit from technological resources and just the specialized expertise that we need.

Heinlein can help – even when it comes to other issues

Heinlein supports Bionorica's Phytokids Foundation.

The goal of this foundation is to promote, mentor and support children and teenagers in social and medical institutions as well as orphanages around the world.

Also this year, all proceeds from our summer-raffle will be donated to social and/or charitable organizations, which are agreed between the employees and the management.

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