



ESSENTIALS

The EschmannStahl customer magazine

2020

And there's more



Dear readers,

Your tool steel centre – lots of facets, lots of faces. You can see on the front cover of this issue what is special about EschmannStahl – the personalities involved. Our product and service portfolio provides plenty of persuasive arguments in our favour. What you as customers, many of you long-standing ones, keep on acknowledging is that you value our customer focus and personal commitment. That will remain our top priority.

Nevertheless EschmannStahl is a dynamic business that is constantly going places. We are therefore delighted to announce in this issue that we have been appointed as Buderus Edelstahl's exclusive distributor in Germany as from 1 January 2020. You as customers will benefit from our expanded range of products and services, increased capacities and larger feasible sizes for follow-on machining – all provided with the reliable, competent level of EschmannStahl service that you are accustomed to. (More about that on p. 4/5.)

Furthermore, we would like to introduce to you two new products of ours – the new ES 7 V grade for hot stamping high-strength components and VEX, a material that provides benefits, especially in aluminium die casting (see pages 8-10, or you can obtain further information from your EschmannStahl contact).

Furthermore, we tackle issues that go beyond our day-to-day business. If you want to achieve top results every day, you have to feel good. Read more about health management at EschmannStahl starting on page 20.

I wish you an enjoyable and entertaining read!

Should you have any questions or suggestions as a result of reading the magazine, please do not hesitate to get in touch with me.

A handwritten signature in blue ink, appearing to read 'J. Maubach'.

Jörn Maubach (Head of Sales)

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More than “just” a steel merchant

What makes EschmannStahl special? The more comparable products become, the more important are the services that back these products up, like short reaction times, reliability and personal contact with a range of different go-to people

The attributes that characterise owner-managed companies in a very positive sense are everyday reality here – long-standing, trust-based customer relationships and a spirit of partnership within the EschmannStahl family. “We have not lost our values as a result of being incorporated into the voestalpine group, if anything they have been reinforced. We are still that approachable steel supplier whose short decision-making processes facilitate a great deal for our customers. At the same time we are a well-connected and securely positioned company, whose international group structures provide more opportunities to actively shape the future”, Markus Krepschik, Managing Director of EschmannStahl, explains.

“Achieving objectives faster”: performance is everything

EschmannStahl has learned what challenges its customers face from experience and many meetings and conversations: the increasing pace of global competition and orders placed at increasingly shorter notice. “Achieving objectives faster” summarises how EschmannStahl makes a difference day in, day out: speed of reaction and a high degree of product and service availability are key factors. Rapid submission of quotations, fast and flexible pricing processes, including using the online store, or comprehensive, on-schedule project completion in all service categories (see our performance chain on page 11 as well) save time, money and valuable manpower and warehousing capacity.

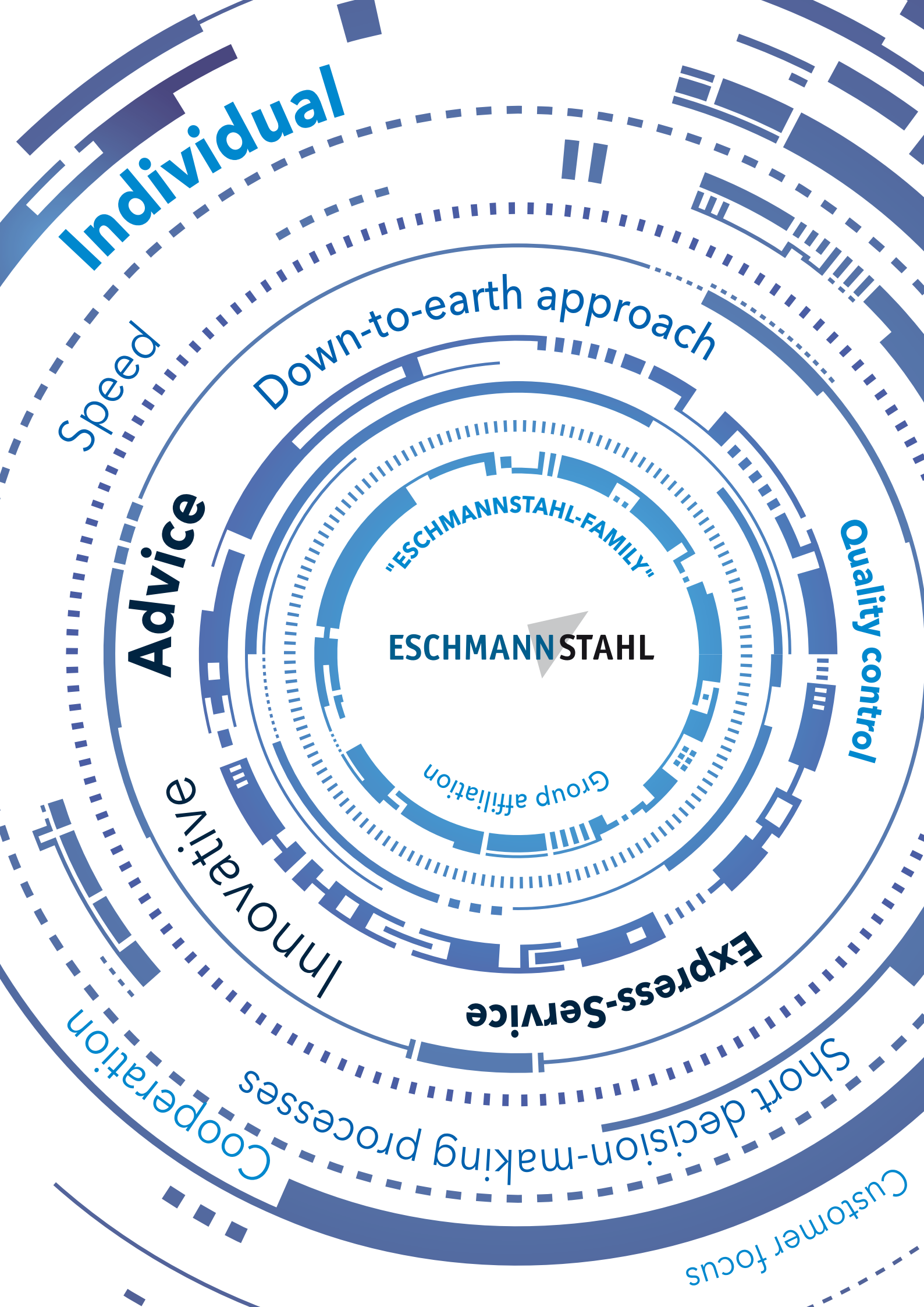
Listening, understanding, developing solutions

“Customers benefit long-term from our in-depth knowledge of tool steels by us identifying the

appropriate grade to match the application. To achieve this, we are perfectly prepared to think outside the box”, says Markus Krepschik. Added to that are consistent quality standards, incorporating reliable, professional quality controls and an in-house material development capability. EschmannStahl is able to react continuously to customers’ increasingly tougher market requirements by providing innovative special grades that “solve their problems”. There are numerous practical examples that validate increases in efficiency, quality and durability as a result of using EschmannStahl’s exclusive products.

“EschmannStahl represents dialogue – externally with our customers and partners as well as internally with our employees and colleagues. That’s because a spirit of partnership is a valuable asset for us internally. If you want to keep on evolving in fast-moving times, you require foundations on which you can rely. I am certain that everybody in the performance chain benefits from that”, Markus Krepschik says with conviction. ■

Reliability



ESCHMANNSTAHL

"ESCHMANNSTAHL-FAMILY"

Group affiliation

Individual

Speed

Down-to-earth approach

Quality control

Express-Service

Customer focus

Short decision-making processes

Cooperation

Innovative

Advice

Joining forces

EschmannStahl is set to become Buderus Edelstahl GmbH's exclusive tool steel distributor in Germany

Supplier, customer, competitor – ever since Buderus Edelstahl became affiliated with EschmannStahl in 2005 as a result of being acquired by Böhler-Uddeholm AG (now part of voestalpine AG), the network of relationships between the two companies has been complex. They are now joining forces as a result of the restructuring of logistics and sales processes in the core market of Germany. Resources are being optimised, duplications eliminated and processes redefined. This is laying important foundations for maintaining high levels of performance and service in challenging economic times and dealing with increasing cost pressures. EschmannStahl will be the official distributor of Buderus Edelstahl tool steel products from 1 January 2020.



Stainless steels are produced in block formats weighing between 2.8 and 190 tonnes.



Buderus Edelstahl's factory in Wetzlar

Increasing steel diversity, bigger dimensions

Buderus Edelstahl is one of Germany's most well-known producers of premium stainless steels. Tool steel, engineering steel, open die and drop forgings, hot strip, cold strip and rolled semi-finished products are manufactured at the company's plant in Wetzlar. The business employs around 1,400 people and produces some 350,000 tonnes of crude steel annually. Global sales are around 350 million Euros, of which roughly 50 percent are generated in Germany. In terms of forged products, Buderus produces maximum tool steel dimensions to a high standard of quality on one of Europe's largest forging presses. Blocks can be pre-machined according to customer requirements on high-performance milling machines.

Extensive range of services provided by EschmannStahl Service

With contouring operations in nearby Niederweidbach, this enables maximum-sized workpieces to be machined to customer specifications. "These production and machining capacities for large forging dimensions make Buderus Edelstahl the ideal addition to EschmannStahl's product range. This combines the producer's high level of technical skills with the exceptional service offering of a modern steel service centre", Markus Krepschik, Managing Director of EschmannStahl, explains. EschmannStahl customers can also buy Buderus Edelstahl products from now on - to that excellent standard of service that they are accustomed to. EschmannStahl will be exhibiting for the first time together with Buderus Edelstahl at EUROGUSS in Nuremberg from 14 to 16 January 2020. ■



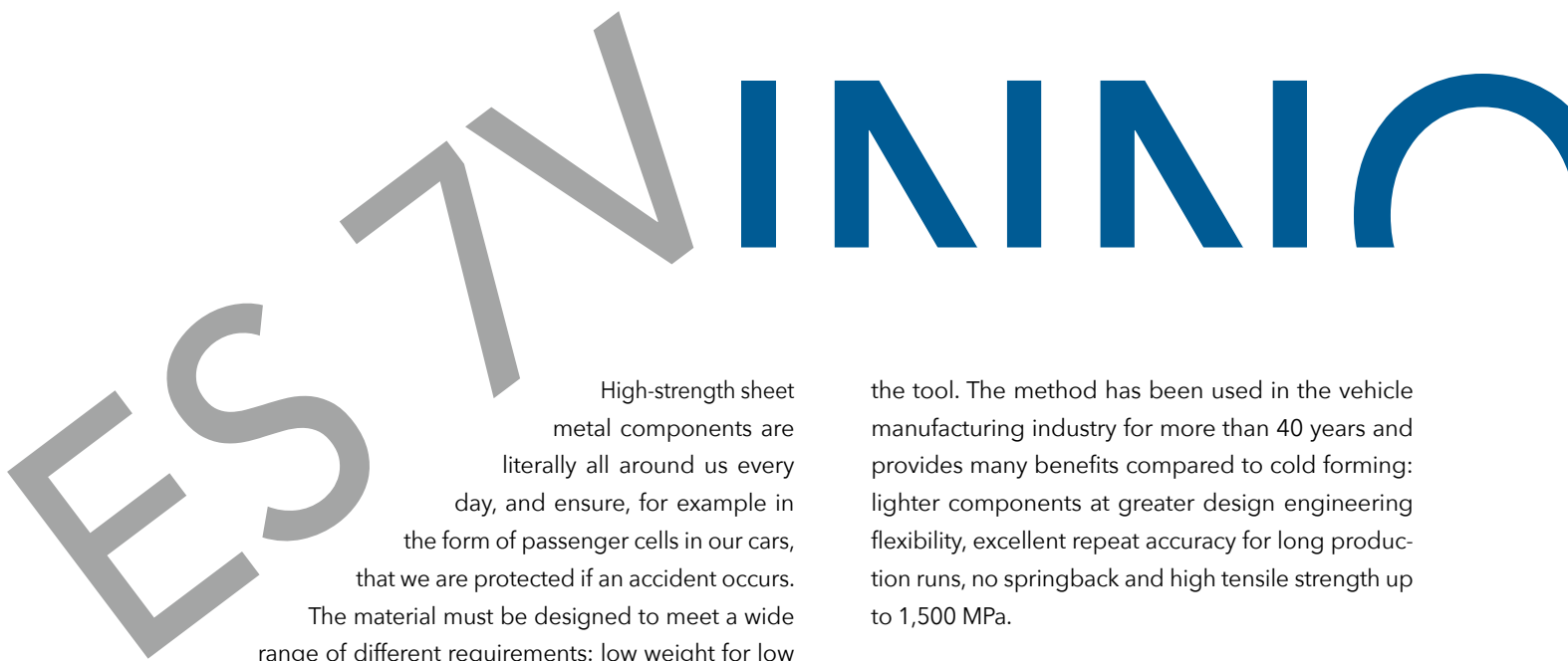
Even XXL-sized workpieces can be machined.



A potent team at EUROGUSS

Hard on the outside, tough on the inside

ES 7V - the new steel grade that meets exacting thermal stability and wear resistance requirements for hot stamping high-strength components



High-strength sheet metal components are literally all around us every day, and ensure, for example in the form of passenger cells in our cars, that we are protected if an accident occurs.

The material must be designed to meet a wide range of different requirements: low weight for low fuel consumption, high rigidity for crash protection, stability for mounting seat belts and side airbags. If the worst comes to the worst, malleable zones must be provided for to allow emergency services to use cutting tools. So-called tailored-property parts, components that are specifically enhanced in different areas to meet weight and crash performance requirements, adapt to a very wide range of different stresses.

Stringent requirements of the materials used for hot stamping

One method of manufacturing these high-strength components is hot stamping. The process involves heating the sheet metal to a temperature of around 950 °C and letting it cool during forming in

the tool. The method has been used in the vehicle manufacturing industry for more than 40 years and provides many benefits compared to cold forming: lighter components at greater design engineering flexibility, excellent repeat accuracy for long production runs, no springback and high tensile strength up to 1,500 MPa.

However, thermal stress entails stringent requirements of the material used for mould-making. Thermal stress occurs, for example, on the surface of the mould that comes into direct contact with the hot component. But at the same time there are cooling channels in close proximity that convey coolant as near as possible to the surface.

That means that the mould steel has to be resistant to abrasion and thermal wear and tear and exhibit a high degree of toughness. "We have developed a new, innovative steel grade - **ES 7V** - that combines precisely these properties", says Jörn Maubach, Head of Sales at EschmannStahl. A special combination of alloy elements makes **ES 7V** the perfect material.



Tailored-property parts enhance the crash performance of vehicles

INNOVATION

ES 7V combines hardness and toughness

What makes it so suitable? Featuring a degree of hardness of 60 HRC at a simultaneously high degree of toughness, it is significantly superior to other conventional hot and cold work steels. Alloy ratio (AR)-based wear resistance is significantly higher than most commonly used materials. As far as thermal expansion and thermal conductivity values are concerned, **ES 7V** has similar properties to other, comparable materials.

Jörn Maubach sees other possible applications: "This material also offers major potential in other areas beyond hot stamping, namely cold forming, plastics injection moulding and cutting tools". Special grade **ES 7V** features in EschmannStahl's in-stock range and is always available at short notice. ■



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New: the VEX shot sleeve

Longer service lifetimes, reduced wear and tear: VEX, the new material for shot sleeves, as used in the aluminium die casting process, featuring significantly improved material and surface properties

In aluminium die casting the shot sleeve is exposed to high temperatures and mechanical stresses during the casting process. The molten aluminium is poured in at a temperature in excess of 650 °C and directly strikes the surface of the shot sleeve. This leads to wear and tear in various areas of the shot sleeve – corrosion in the mouth area, erosion in the filler area, thermal wear and tear in the bore and irregular plunger speed.

“Like all our special materials, we also developed VEX in dialogue with our customers.”

Uwe Feldhoff on the new VEX shot sleeve

Improved material and surface properties

As a manufacturer for all current types of shot sleeve, EschmannStahl set its sights on developing a hot-work steel with even greater thermal and abrasive wear resistance. The out-

come of the efforts is the new material, VEX, a specially developed steel with significantly enhanced material and surface properties.

Wear resistance and hardness

By adding aluminium as an alloy component, the steel features improved high-temperature wear resistance and nitridability. To prevent thermal shock cracking, the surface properties were also enhanced by specifically altering the residual stress ratios in close-to-surface areas through oxidation. Shot peening using miniscule industrial glass particles reduces the surface's residual stress and improves nitriding and oxidation properties: VEX then develops nitride and oxide layers that are up to 30 percent thicker than on untreated, conventional hot work steels.

Longer service lifetimes

This means that tools and moulds made of VEX have excellent wear resistance at increased toughness,



Pouring in the liquid aluminium

which increases manufacturing service lifetimes two- to threefold. As far as shot sleeve regeneration is concerned, VEX has properties that are equally as good as those of conventional hot work steels. VEX shot sleeves are already in use in die casting machines of various sizes. ■



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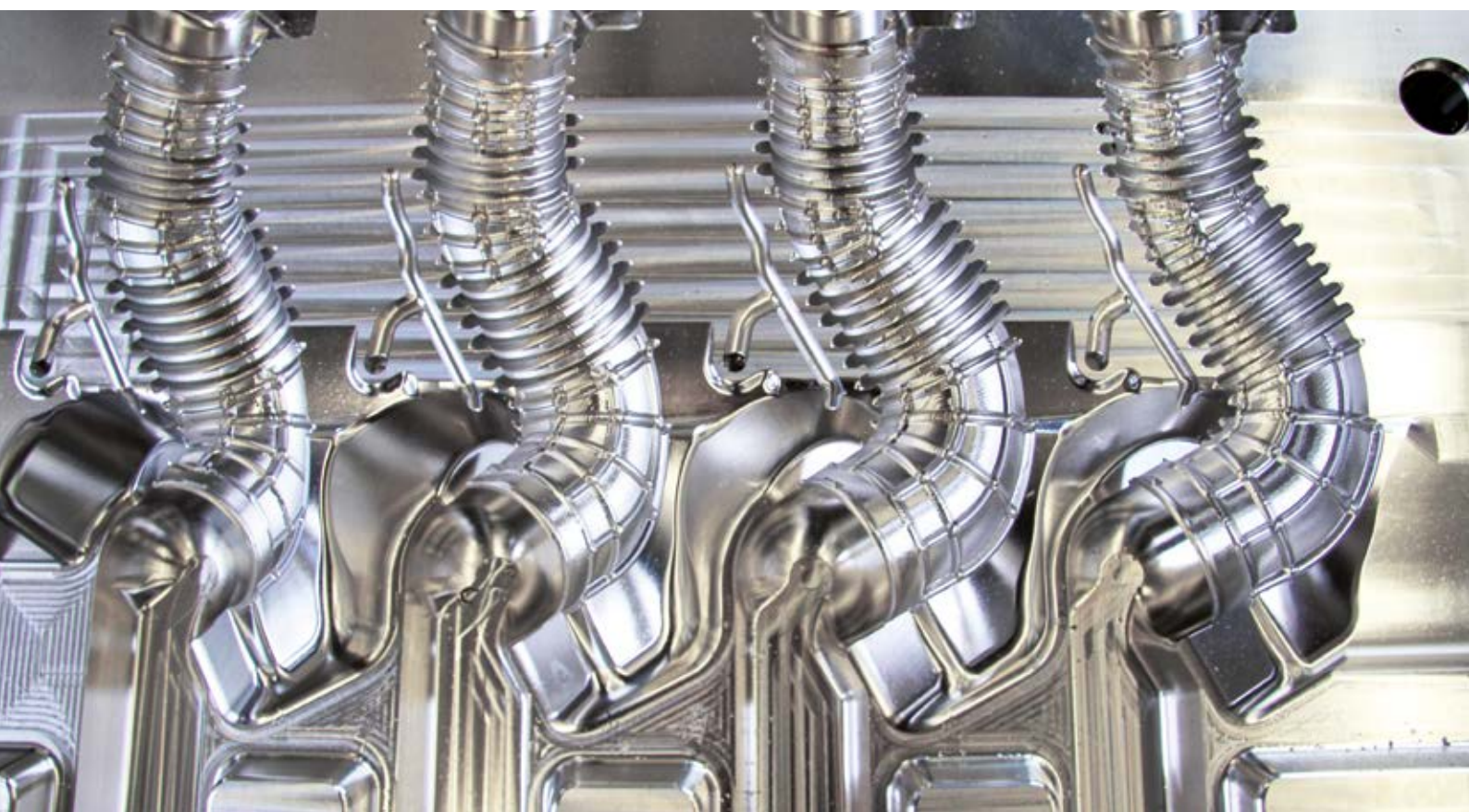
And there's more

The performance chain at EschmannStahl



Special grades increase quality and cost-effectiveness

Customer profile - Formenbau Martin Lenzner GmbH



Rubber injection moulding requirements of steel grade performance are very stringent.

“Working together with Gerhard Weis has always been an exciting and dynamic experience that not only feeds off a long-standing customer-supplier relationship but also off active communication. He is a typical Saarland man of action. So you as somebody from the Sauerland region have to ensure that you keep up”, Stefan Urbaniak, Head of Machining Sales at EschmannStahl, states with a

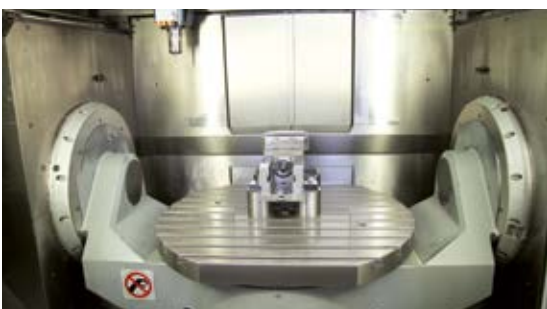
smile. Gerhard Weis is Head of Operations at Formenbau Martin Lenzner in Überherrn-Altforweiler in the Saarland and has been a toolmaking specialist for 50 years, especially injection moulding of plastic and rubber products for the automotive industry, medical technology and machinery manufacturing. Lenzner supplies its precision engineered and manufactured tools throughout Europe.



The mould for a car window seal is being produced here.

Steel purchasing reliability and flexibility

The Saarland-based company focuses in particular on design engineering and programming tools for making products ranging from door seals, rubber hoses and tubes, sound-absorbing components and compensating diaphragms via plastic gear wheels and dirt collectors to hip-joint sockets and replacement joints. It produces high-precision tools with unit weights of up to five tonnes, measuring anything up to 1.5 by 1.2 metres. "EschmannStahl has been our tool steel partner for 48 years. We value the high level of trust on which our relationship is based, its flexibility and the high quality of its tool steels. What I also regard as very important is the fact that I have a dedicated contact, with whom I can action short-term projects from start to finish", Gerhard Weis relates.



ES Aktuell 1200 is a machining-proven material.

Quality pays dividends

Choosing the right tool steel with good thermal balance is critical to rubber injection moulding. More or less soot forms depending on the type of rubber, while sulphur, acids and other fillers can gradually devour the steel. That is why Formenbau Lenzner also utilises many of

EschmannStahl's special grades, for example **ESAktuell 1200**, which is known for its excellent machining properties and high degree of polishability and grainability, alongside its standard range. "Given its high degree of base hardness and strength, also **ESAtlas 42** is a proven problem-solver. The risk of warping is substantially reduced even at high output quantities", Gerhard Weis explains. Where moulds previously had to be partially covered with wax, EschmannStahl's **Moldadur** coating now protects against sticking and improves slide capability at simultaneous retention of low tolerances. Lenzner is already utilising the new **ES 7V** steel grade as



Serial precision



The finished end product

well: "As intermediate machining is no longer required, overall this new special grade enables us to operate most cost-effectively", says the mould-maker. ■

Good Vibrations – ES Aktuell 1200 in Use

Customer profile – Calenberg Ingenieure GmbH

Mouldmaker Lenzner and Calenberg Ingenieure are located a more than 40-minute car journey across the Saarland apart. Calenberg manufactures elastomer spring systems for the construction industry as well as dynamic vibration damping components for structural engineering applications. In practice, the Saarland-based business develops rubber mat solutions with special damping properties that provide vibration and sound insulation as well as protect substrates against leaking contaminants. This certified company therefore supplies the track and points engineering segment of the railway construction industry in particular, but also helps to neutralise vibrations and heat impact in prefabricated houses.



Calenberg supplies its track bed mats to customers like Deutsche Bahn AG.

High degree of thermal conductivity, uniformly through-hardened

Calenberg's elastomer track bed mats are used "beneath railway tracks" virtually worldwide. On the



Large quantities require a high degree of stability

one hand, the right rubber mix is essential to meet Deutsche Bahn's stringent sub-ballast mat requirements, for example. Vulcanising the crude rubber generates fine grid structures that achieve the desired degree of firmness and the desired damping effect. "This involves a deft touch and plenty of experience, yet the wheel can't be reinvented", Calenberg product manager Wolfgang Schillo believes. On the other hand, the stability of the casting moulds has to be right, in order to deliver uniform quality. "What is important is preventing the occurrence of excessively large temperature differences within the mould. Use of EschmannStahl's **ESAktuell 1,200 Special Grade** has proven to be a real positive, because of course we work on a large-quantity basis. Other steels exhibit temperature differences of up to 15 degrees. **ESAktuell** comes in at plus/minus 1 degree. Furthermore the moulding surface does not require intensive cleaning and overall the tools have long service lives", the rubber expert adds. The investment in special grades has already paid dividends many times over. ■



Maximum precision

Customer profile - Thomé Maschinenbau GmbH

From producing in a garage to SAP production planning

The fact that company founder Jürgen Thomé and his Operations Manager Klaus-Jürgen Thomé have the same surname is pure coincidence. But perhaps it was a good omen from the outset that both of them would go on to form a successful team. Thomé Maschinenbau, which is based in Hermeskeil/Rhineland-Palatinate, specialises in CNC milling and lathing as well as manufacturing special machines, jigs and mechanisms and welded structures. Thomé has special skills in managing complex individual projects in addition to its serial production capabilities. The company's complementary range of services also includes various surface and heat treatments.

As your classic "craftsman" (his father was a master mechanical engineer at a shipyard), owner Jürgen Thomé began manufacturing tools and machine components in his parents' garage at an early age. That aroused the entrepreneurial spirit in him. He founded Thomé Maschinenbau in 1986. Four years later the Managing Director started focusing on CNC machining, which still applies to this day, and to achieve this, he gradually upgraded and expanded his machinery assets. The major change occurred in 2003 with the acquisition of several new CNC lathes and milling machines, which

enabled the company to meet growing demand from the automotive industry, machinery, turbine, blow-mould and tool manufacturers as well as from roller and pressure cylinder producers. If you go through the company's now four factory buildings, you could get the impression that you have ended up in a Hermle AG showroom. Jürgen Thomé has maintained a trust-based relationship with this German machining centre specialist for many years, because precision is an absolute must, especially for his clientele. 5-axis machining has therefore been part of Thomé's standard repertoire for ten years now.

Quality through automation and specialist staff

The Hermeskeil-based company's newest machinery asset is a universal plano milling machine for 6-axis CNC milling. It enables workpieces with maximum dimensions of 4.25 x 1.60 x 1.80 metres to be machined. A healthy mix of automation for serial manufacturing purposes and highly qualified professionals to handle more complex workpieces enables Thomé to meet the high quality standards required by various industries and achieve fast delivery times. Thomé Maschinenbau trains its specialist staff itself. There are currently nine apprentices at the company. "Finding apprenticeship applicants in the Palatinate and in ➔



Complex specifications require experience and precision.

High-performance machinery assets are being increasingly automated.

neighbouring Saarland is not easy. After all, the complex operations that this work involves are not for everybody", says Klaus-Jürgen Thomé.

[Ordered online, looked after in person](#)

Yet state-of-the-art, high-performance machinery assets are of little use if the quality of the original material fluctuates or if that original material is not even available on time. That is why Thomé has partnered with EschmannStahl ever since it acquired its first CNC machines, and it sources product from right across EschmannStahl's extensive range of materials. "The more complicated the components, the more stringent

the requirements of the material", Jürgen Thomé states. Mould- and toolmaking tolerances are low and at the same time service lifetimes have to be right. That is why EschmannStahl's particularly high-performance special grades form the ideal basis for many projects. And last but not least, orders are being placed at increasingly shorter notice. That requires a seamless supply chain, and products sometimes have to be delivered by express service. That is why the Thomé Purchasing team has frequently ordered products from Eschmann Stahl's online store ever since it was launched: "The store is also very useful for pricing up individual projects", says the Purchasing team. Another thing that



Apprentices can gain initial experience on simple machines.

appeals is EschmannStahl's customer focus: "A particularly positive aspect of this working relationship is the personal contact. A great deal can be sorted out in an uncomplicated way "through informal channels" - not just by e-mail and involving plenty of red tape", Klaus-Jürgen Thomé relates.

In times of high capacity utilisation Thomé also purchases pre-milled, 6-side-machined plates from EschmannStahl in addition to many kinds of raw material.

"Nowadays companies add value in different ways compared to the past", Klaus-Jürgen Thomé explains. At this stage of the process chain we are reliant on maximum precision. That is why we gladly make use of EschmannStahl's package of services. The transition went really smoothly. This means we can save on expensive specialist staff manhours and invest the money instead in complex precision projects - a classic win-win situation", says Klaus-Jürgen Thomé. ■

Thomé Maschinenbau GmbH

ESTABLISHED IN:

1986

PRODUCTION SPACE:

3,000 m²

HEADCOUNT:

60

CEO:

Jürgen Thomé



The Thomé Maschinenbau GmbH corporate building



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A DAY WITH ...

Ulrike
Geschwinde

Actually the title of our "A day with..." section doesn't really apply in her case. "That's because no two working days of mine are alike. In the mornings I stand in the shower and think about what's on the day's agenda. But then things very often turn out completely differently", Ulrike Geschwinde relates. Her official job title is "Assistant to the Managing Director". She has been doing this job with a great deal of commitment, passion and creativity for eight years now and is one of if not the company's key interface. The native of the Sauerland region initially started in 2003 as assistant to the then Head of Sales, Markus Krepschik.

Culture of open communication

"That was a challenging, exciting time during which I learned a great deal. I particularly enjoyed organising trade fairs,

events and sales team meetings", the experienced marketer with a talent for improvisation recalls. The seasoned team of Geschwinde and Krepschik therefore remained intact after Markus Krepschik was appointed Managing Director: "We have a culture of open communication here at EschmannStahl. If I express my concerns or even criticism, I am listened to and am taken seriously. That is not something you can take for granted", says Ulrike Geschwinde.

The qualified multilingual administrative assistant was never afraid of new challenges. That is why her set of responsibilities at EschmannStahl has grown steadily over the years. The company's profile has been gradually raised while she has been in charge of the central marketing department. In addition to plenty of new

brochures and the launch of a customer magazine, digital communication has increased steadily and become more up-to-date on her watch. But she is not on her own. "My colleagues at voestalpine in Vienna are a great help and make plenty of those things happen, which we as one-(wo)man-show could not action on our own in the marketplace. Our online store's high degree of user friendliness has enabled us to attract a large number of new customers. We are currently working flat out on a dedicated app that will enable us to simplify the digital process of ordering steel yet further."

Mobile communication for the new generation of buyers

Her grasp of sales is frequently a help in specifically developing customer communication. "Being a member of the



Uncomplicated and face-to-face – the “unbureaucratic way” is practical reality here.



To make that happen, Ulrike Geschwinde is also happy to leave her “communications centre” occasionally.



Kathrin Schlagheck (2.f.l.) assists her in the Marketing department during her dual training.



As a business training supervisor, she is always willing to answer any questions.

voestalpine Group provides us with many benefits, because we are often tasked with pioneering new (online) tools and gain a fair bit of inspiration during our regular calls and meetings. That is a very valuable asset in this rapid process of digital transformation. That means we can adapt better and faster to a younger generation of buyers and decision-makers with different communication habits.” Nevertheless, EschmannStahl is not becoming an anonymous group subsidiary, Ulrike Geschwinde affirms. “Integrated in the structures of a major group of companies as we are, I often get a feeling of ‘we are that small Gaulish village’. That’s because not just myself but fortunately many of our customers too appreciate the fact that, internally speaking, we have remained very informal. Lots of issues are sorted out without involving hierarchical processes and red tape. Most people are still on first-name terms and there is little fluctuation within the team. The cohesion, the facilitator mentality and our group identity are particularly important in this day and age”, says Ulrike Geschwinde.

In her business training supervisor role, she also applies this belief to the way she treats her trainees. “Again, that was another task that I simply said ‘yes!’ to”, Ulrike Geschwinde admits with a smile. She mentors the trainees from the time they apply to the time they complete their training and actually beyond that too. Take for example, Kathrin Schlagheck, whom she recruited to the marketing department after Kathrin had completed her training. “In the past I thought I would become a ballet dancer at some stage. But if I am honest, I have found the job of my dreams here”, says Ulrike Geschwinde with delight. ■

Keeping fit together

Prevention is the best medicine: health management programme at EschmannStahl benefits employees in their jobs and everyday lives

For a couple of years now, the so-called BEM team (the German acronym BEM = occupational reintegration management) at EschmannStahl has been managing the occupational reintegration of employees that have been on long-term sick leave or are severely disabled. Both BEM officers Angelika Korff and Gerhard Possoch ensure that the hurdles that every returner has to negotiate are kept as low as possible. They go about their jobs with a great deal of commitment and empathy, which makes it easy for employees to accept the offer of a BEM interview. Incidentally, severely disabled employees as a proportion of the total headcount significantly exceeds statutory requirements!

Last year the company won the Landschaftsverband Rheinland's (LVR) Encouragement Award worth 10,000

Euros for its successful occupational reintegration programme. In turn, this money is being specifically used for prevention purposes and to set up a corporate health management (BGM) system, and therefore it benefits everybody. The objective of the BGM is to protect the health of employees during their day-to-day routines and to help them maintain their own health. "Health is a state of complete physical, mental and social wellbeing and not just the absence of illnesses or afflictions", is how Angelika Korff quotes the World Health Organisation WHO.

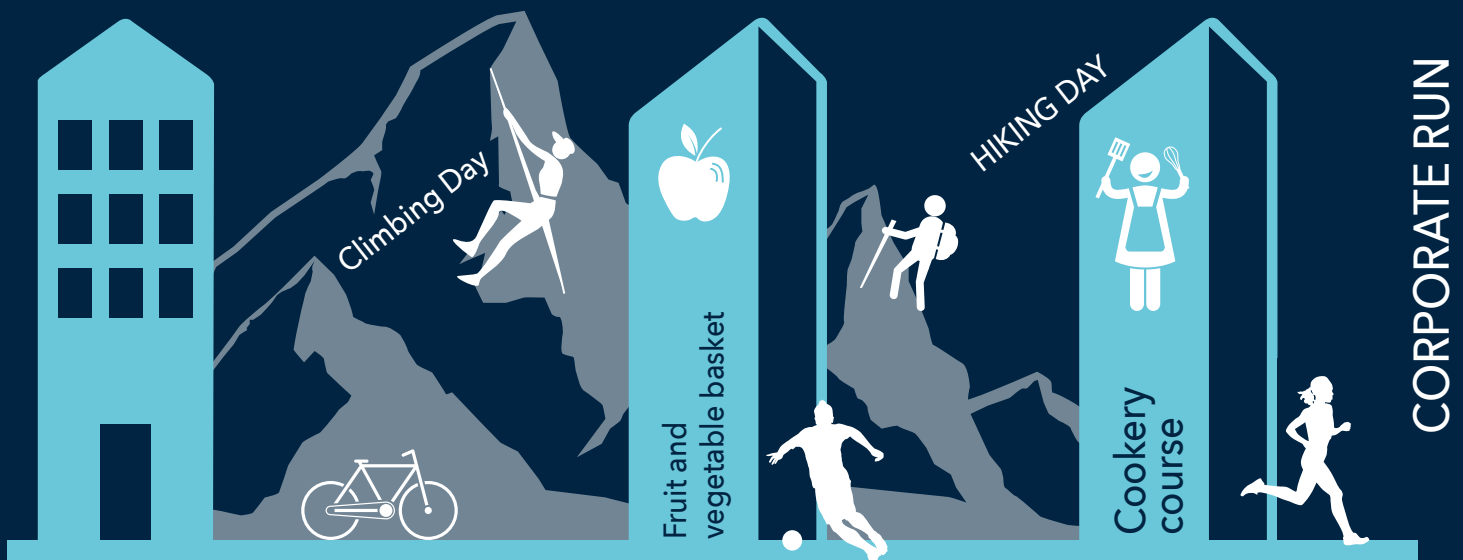
Localising and minimising potential risks

The issue of workplace safety has long been a health management priority. For several years now, so-called ASA inspections (the German acronym

Health management



Allowance for the monthly gym fee



Allowance for the purchase of a bicycle

EschmannStahl football team

ASA = workplace safety committee) have been undertaken at regular intervals together with the company medical officer and the workplace safety expert. These inspections identify and eliminate weaknesses and flaws. Processes in the shipping department were filmed as part of a collaborative project with the German Sport University Cologne and the strain on employees' backs was measured. This enables specific potential risks within work processes to be localised and simple but effective countermeasures to be taken.

Embracing a health-conscious lifestyle

"Overall, our health management priority is adopting a comprehensive approach to embracing a health-conscious lifestyle. As an employer we have a responsibility towards our employees, especially in the informal environment that we maintain here at EschmannStahl. That is why we opt to focus on a whole series of preventative measures, which are at best not just perceived as such, but are also fun and boost the team overall", Managing Director Markus Krepschik explains.

Diet and exercise are the two most important mainstays of the health management system at EschmannStahl. "Fingers are not pointed here, there is no enforced Veggie Day in the canteen. We want to be a source of inspiration for our colleagues. A healthy lifestyle can be embraced gradually by putting many pieces of a jigsaw into place", says Angelika Korff. One such way of getting started was a weekly apple day, for example. Fruit baskets were available for employees to help themselves if they fancied a snack between meals. The range of healthy snacks on offer has now grown to include fruit and vegetables, to some extent seasonal, and available to all three shifts. A joint team cookery course, together with a professional chef is aimed at transferring this encouragement to embrace a healthy diet to employees' daily lives too.

Exercise activities generate momentum

Some people enjoy participating in the corporate run in Cologne, others perhaps prefer a day's hiking followed by a barbecue. Training supervisor Simone Milizia organises a Climbing Day from time to time.

That's because the young generation needs to start living a sustainably healthy lifestyle as soon as they embark on their careers – beyond the sports they participate in at school. Every employee also gets the opportunity to play in the company's own soccer team. "A genuine team has grown out of a collection of individuals assembled for a single tournament, and the team organises itself and its own training sessions. That's great of course and has a positive impact on working relationships", Angelika Korff is delighted to say. EschmannStahl provides the amateur footballers with the requisite jerseys for tournaments.



Running makes friendships and your day

"A good working atmosphere is every company's key to success."

Markus Krepschik, CEO



Achieving more together – the corporate run has been a firm fixture on the calendar for many years.

Furthermore every EschmannStahl employee is provided with financial assistance to help them pay the monthly fee for a gym or swimming pool of their choice. ➔



In 2018 EschmannStahl won the LVR Encouragement Award for exemplary occupational reintegration management.

When employees purchase bicycles, they get a discount from participating bicycle retailers. The latest activity includes a challenge involving a pedometer:

"We are running to Linz and back". The background to this is: "The headquarters of our parent company voestalpine AG are located in Linz. The one-way distance

from Reichshof-Wehnrath is 641 kilometres. Teams are supposed to clock up a correspondingly large number of steps. There is an awards ceremony and party at the end of the competition. Exercise certainly pays dividends in two respects", Angelika Korff reveals.

What does BEM actually mean?

In German, BEM means Betriebliches Eingliederungs-Management or occupational reintegration management. It can be applied if an employee is continuously or repeatedly unable to work for longer than six weeks within the space of a year. The employer uses BEM to help the person affected overcome their incapacity for work, to prevent a repeat of their inability to work and safeguard their job.

"In the same way as we encourage a corporate culture of openness, we are delighted to receive suggestions or ideas from our employees that can help us to make our day-to-day working routines even more safe and healthy. Small changes very often make a vast difference", says Markus Krepschik in summary to close. ■

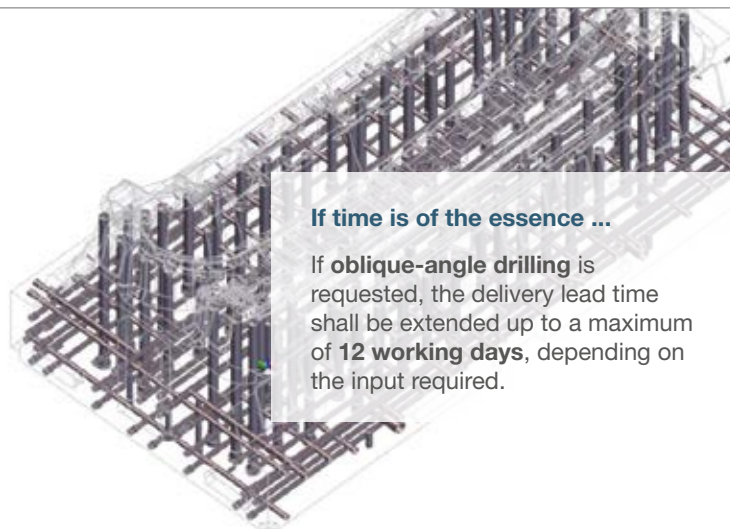
IN BRIEF

New deep-hole drilling options:

We can now deliver deep-hole drilled plates **within 10 working days**.

Plates

- up to 250 x 1000 x 1000 mm
- deep-drilled holes up to 40 metres
- including transportation threads
- including connecting threads
- including spot faces



If time is of the essence ...

If **oblique-angle drilling** is requested, the delivery lead time shall be extended up to a maximum of **12 working days**, depending on the input required.

Tight deadlines? Capacity bottlenecks?

Why not take advantage of our **Express Service** for machined plates.

- orders placed by 10 am – ready for collection from 4 pm*
- orders placed by 10 am – delivered the next working day*

*this offer applies to all **SPStandard** and **SPFine** plates with maximum dimensions of 800 x 200 x 800 mm and is only available at an extra charge.

Just ask your personal Sales contact about our Express option the next time you place an order.



**Ordered today,
delivered tomorrow!**

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ESSENTIALS

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