



ALLGAIER

Allgaier-Group

Corporate Social Responsibility

Responsible entrepreneurship and corporate social responsibility (CSR) at the Allgaier-Group

While it is true that we at Allgaier Werke GmbH focus on having successful business operations, we also put massive effort into our commitment to society. There are good reasons for doing this, including the fact that we have close ties

to the regions in which we operate and a strong sense of responsibility towards our team members – especially in terms of sustainability and of guaranteeing everybody's future.



Long-term projects

Family-friendly policies

As part of our family-friendly company philosophy, we at Allgaier-Group make every effort to provide team members who need to take care of others with a variety of choices designed to make their lives easier.

Flexible working schemes enabling team members to care for their children or for family members with special needs

We at Allgaier offer custom tailored part-time jobs supporting the needs of parents and of those team members who have to take care of other people – either by reducing the amount of working hours per day or by allowing team members to work only on certain days of the week, depending on their demands.



We care for you before and during your parental leave

As soon as a team member informs us that they or their partner are pregnant, we will have a personal meeting about what is coming next. Moreover, we make sure to stay in contact on a regular basis during the parental leave and notify them of the latest news about the company. Further, we offer them a variety of options that can help them keep their professional skills sharp and maintain their close ties to the company, such as working part time during their parental leave. Finally, we always set up a reintegration meeting before they come back so that we can talk about important changes and the further plan.

Long-term projects

Various assignment options and working schemes ensuring a smooth transition after a team member's parental leave

We always set up a reintegration meeting with team members during their parental leave in order to agree on the details of where they will be assigned once their leave ends. In order to ensure that parents can continue to optimally care for their children, we also define flexible (part-time) work schedules for these team members together with the relevant departments.



One-day workshop training program for children of team members

Children of team members can participate in our one-day workshop training program, during which they are being looked after by experienced instructors and apprentices. One of the highlights

of this program is the fact that children get the opportunity to visit their parents' workplace during their day at Allgaier.



Daycare center offer

Our team members have the option of leaving their children at a daycare center run by the city of UHINGEN at a reduced price. For example, children between one and six years of age can be looked after at the daycare center between 6:30 AM and 5:30 PM.



Long-term projects

The Allgaier School Award

For over a decade, we at Allgaier have shown an unrivalled level of commitment to regional schools, and one of the ways in which we have built close ties to them is our Allgaier School Award. The purpose of this award is to encourage and nurture young talent and interest in technical areas.

Working closely together with their teachers, students prepare projects and contents for a wide range of technical subjects, with our award serving to recognize the best and most exciting ones. The awards are presented by our managing director at a ceremony to which stu-

dents, parents, teachers, and our team members are invited.

The focus, as can be gathered from the award's purpose, is on recognizing outstanding accomplishments in science and engineering.

After handing out the awards, the ceremony provides the opportunity for visitors to learn more about the projects and about training and apprenticeship opportunities at Allgaier.

One of the things that the Allgaier School Award has been tremendously successful in, is getting technically talented students excited about vocational training and STEM professions.





Long-term projects

Bildungswerkstatt Uchingen e.V. – Uchingen Recruiting Fair

Bildungswerkstatt Uchingen e.V. was set up with the vision in mind: to create new and better ways for schools and companies to cooperate. Within this context, the priority has always been on companies providing parents and students with professional support and assistance in their search for internships and apprenticeships.

Today, about 20 representatives from local companies and schools are members of Bildungswerkstatt Uchingen e.V.

After Bildungswerkstatt Uchingen e.V. was founded on March 4, 2004, its members started putting together various events in order to achieve the organization's goals. Needless to say, the enormous level of personal commitment and the advocacy demonstrated by its members was essential. The Allgaier-Group has played a crucial role in all of this as a founding and board member.

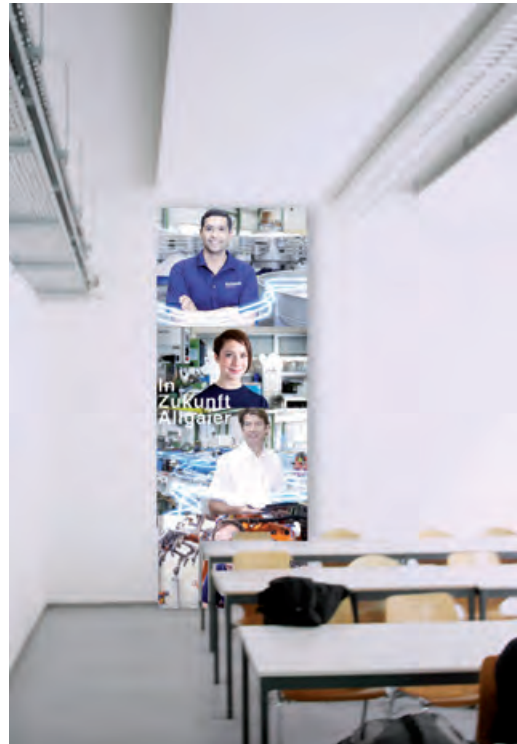
Since 2006, Bildungswerkstatt Uchingen e.V. organizes a recruiting fair at the Uchingen Auditorium which has become a household name and gives about 65 exhibitors the opportunity to introduce themselves to about 3,000 students and their parents.



Long-term projects

Sponsorships

We at the Allgaier-Group are committed to promoting both sports and education. Regarding sports, for example, we sponsor the FRISCH AUF! Göppingen men's and women's handball teams while for education we have a partnership with the Esslingen University of Applied Sciences. Further, we pursue a wide variety of activities and cooperation models such as the Schüler-Ingenieur-Akademie (SIA). In the latter project, 11th grade secondary school students work on demanding mechatronic projects as part of a competition.





Long-term projects

Allgaier's commitment to apprenticeship opportunities in Mexico

Together with Schuler, Allgaier recently opened a training center in Puebla that, will provide 30 young Mexicans every year with the opportunity to get started on their way to becoming an industrial mechanic or toolmaker. This training center will be following a consistent approach based on the German dual education model with a German system, German teachers, and German equipment.

The new training center strictly follows the German training plan used for industrial sheet metal working, with alternating theory and hands-on training. The apprentices at the center will complete their vocational training after a period



of three years with an IHK (Chamber of Commerce and Industry) certificate – much like their German counterparts. The training center has drilling machines, lathes, milling machines, and grinding machines, as well as 30 workbenches. Prof. Dr. Dieter Hundt was able to ensure, through the German-Mexican Chamber of Industry and Commerce that the certificates obtained there will be certified and recognized. Through his commitment and dedication, the former President of the German Employer's Association achieved that the training center was not only funded by the state of Puebla, but also by the German government.

Long-term projects

Junior enterprise

In 2006, a junior enterprise was brought to life at Allgaier. This junior enterprise is a “company within our company” in which our business trainees learn more about entrepreneurial thinking and behavior under conditions that closely reflect real-life scenarios.



Primary tasks of our Allgaier junior enterprise

- Selecting suppliers and products, branding, purchasing, and selling Allgaier promotional products
- Manufacturing of sellable products at the training workshop
- Selecting suppliers and products, branding, purchasing, and fitting advertising material for our sales department as well as trade show articles and giveaways

All sales revenue of our junior enterprise is donated to non-profit organizations.





Long-term projects

Allgolino project

Allgolino is a project that we are undertaking together with the kindergartens nearby. Every month, Allgaier-Group apprentices visit kids at these kindergartens and do a variety of experiments related to different areas.

The aim of the project is to provide apprentices in their first year of their training with the opportunity to get new learning experiences, experience new challenges and to develop their ability to make decisions and become more independent. Moreover, there is a great deal of thought and work that need to be put into taking difficult subjects from the worlds of engineering and science



and conveying the corresponding ideas at a level that kindergartners can understand. Another goal? Innovative and creative learning.

Further, this project is supposed to teach our apprentices to convey complex subjects from engineering and science to an understandable level for kindergarten kids and support the innovative and creative learning.

All in all, the project gives kindergarten kids the opportunity to learn about the various links and connections in science and engineering and to actively develop an understanding of them.

Long-term projects

Girls' Day project

Every year, we at Allgaier participate in Girls' Day – an event for female students that is held throughout Germany. On Girls' Day, companies and universities open their doors to female students in 5th grade or higher so that they can

learn more about vocational training, careers and degree programs in IT, manufacturing, sciences, and engineering in which women are still underrepresented. Further, it is an opportunity to meet female role models in leading positions in business and politics.





Special projects

“Meadow orchard” project

The city of Uchingen was recently tasked with planting a large meadow orchard in order to compensate for the new development area at the Uchingen city limit towards Sparwiesen. A group of Allgäuer-Group apprentices and trainees volunteered to help and planted 32 apple and pear trees.

Within the context of the project, Allgäuer apprentices and trainees prepared a number of presentations on topics such

as nature conservation, climate change, forests/trees, and man-made meadow orchards.



Special projects

Respect project

A recent awareness week that was part of IG Metall's "Respekt! No room for racism" initiative and in which the participating companies dealt with the subject of racism, was the response to a far-right protest in Göppingen.

Allgaier apprentices came up with the idea of making a stele with the word "RESPECT" in aluminum letters and the following message: GEMEINSAM ARBEITEN (WORK TOGETHER), ZUSAMMEN STEHEN (STAND TOGETHER), GEGEN RASSISMUS (AGAINST RACISM) with the Allgaier logo underneath. During the unveiling of the stele, a representative from

the non-profit organization Respekt! was present, and was handed over a donation check as well.

The stele was displayed at the various Allgaier facility buildings once it was made, and was then taken to its permanent location in the main building's area.

As part of the project, the apprentices prepared presentations on topics like: racism, what is politically right/left, and how do we interact in society.

In addition, the apprentices made buttons of their own design that could be purchased in-house.



RESPEKT

GEMEINSAM
ARBEITEN

ZUSAMMEN
STEHEN

GEGEN
RASSISMUS

ALLGÄUER

Training, education, and career

Plant tour, internships, and job applicant training

We at the Allgaier-Group offer internships, the opportunity to take a tour through our facilities and job applicant training to students from schools in the Uchingen area as a way for them to learn more about the requirements and details of the various professions.



Training, education, and career

Head of the School/Business work group

The reason for educators and business representatives to work together in this partnerships that they want to achieve a mutual understanding of the interfaces and links between the education and employment systems through joint events.

Within this context, one of the objectives is for teachers to learn more about the basics of a practically oriented teaching structure, ensuring that certain classes are designed in a way that enables their students to choose a career and prepare for the requirements of the real world labor market. The other goal is for business

representatives to get a proper insights view into schools' work, tasks, methods, and possibilities.

Since 1995, Mr. Helmut Illig, Head of HR at Allgaier Werke GmbH is in charge of the Göppingen work group.



Training, education, and career

Encouragement of advanced training

We at Allgaier encourage personalized advanced training for our team members in a number of ways, including financial support, flexible work schedule models, and the opportunity to take a leave of absence with guaranteed reemployment.





Occupational health, safety and well-being of our team members

We at Allgaier-Group have a number of activities, facilities, personnel, and other measures, specially created to ensure that all team members stay safe and healthy and well-being.

- Company physician and first aid station
- Health promotion working committee
- Health Days
- Cafeteria
- Partnership with a gym
- Running activities and participation in running events
- Safety engineer

- Firefighters
- Employee suggestion system
- Drugs and alcohol policy



Occupational health, safety and well-being of our team members

Code of Conduct

At Allgaier, we have our own code of conduct that establishes the essential ethical and moral values for our team members. Needless to say, every team member at the Allgaier-Group is responsible for being fully familiar with this code of conduct and always acting in accordance with it.

Seals and certificates

We at Allgaier have been certified internationally in the occupational health and safety and quality assurance categories by institutions such as the German Federal Employment Agency, TÜV, and Institut für Sicherheitstechnik. This includes the way we encourage professional training in accordance with employment promotion regulations, as well as the individual process steps within our Allgaier Automotive and Allgaier Process Technology divisions.



Environmental and energy management

Ever since the green tax (electricity tax) was introduced in Germany in 1999, companies in the manufacturing sector can apply for a tax cap in order to be able to remain competitive on the international market (partial refund pursuant to §10 of the German Electricity Taxation Act in conjunction with §55 of the German Energy Taxation Act for the manufacturing industry).

Accordingly, an energy management system (EnMS) has been implemented at the Allgaier-Group. This system is used to record, analyze, and evaluate energy consumption throughout the entire company and identify and implement options for improvement.



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