

INSIDE

A Magazine about INSPIRED STEELCRAFT

H&G international Projects

H&G Team-News

H&G Anniversary

Merry
Christmas
and a happy
new year



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H&G

PREFACE BY THE MANAGEMENT

"Welcome - THE FUTURE IS NOW"

Another year is coming to an end. We would like to seize the opportunity to express our heartfelt thanks and appreciation for the excellent cooperation throughout a quite turbulent year marked by geopolitical events which have had noticeable impact on our private as well as business life.

It is important to look at the future.

"As for the future, your task is not to foresee it, but to enable it."

Antoine de Saint-Exupéry



In 2030 the world will have changed dramatically. Our society will be a different one.

One billion people will move up to the middle class - the largest market will be China.

About 60 percent of the total wealth will belong to people who are over sixty. There will be more pensioners than kindergarteners.

The birthplace of the next industrial revolution will be sub-Saharan Africa. Cryptocurrencies are likely to become the main means of payment.

Climate change and artificial intelligence will shape the green decade....

To just name a few forecasts suggested by leading economists.

Demographic change, environmental destruction and climate change lead to far-reaching changes. It is our responsibility to meet these challenges.

In the H&G group, we are focusing on people and multicultural diversity.

The future is colorful.

Today, "diversity" is an integral part of a modern corporate management culture that utilizes and promotes the different characters of the company's workforce.

Intergenerational teams, which work better together when it comes to developing ideas and solving problems due to their wide-ranging perspectives.

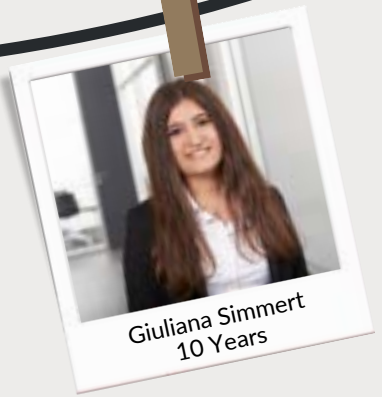
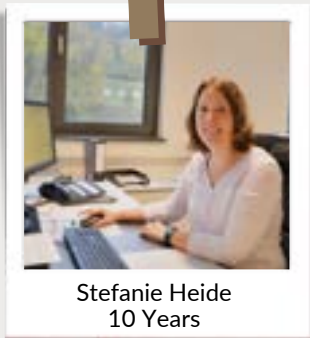
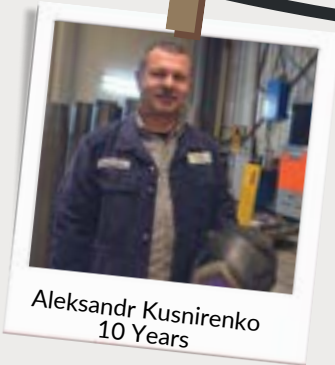
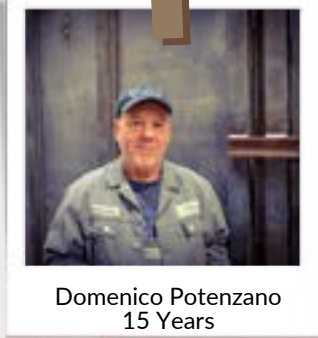
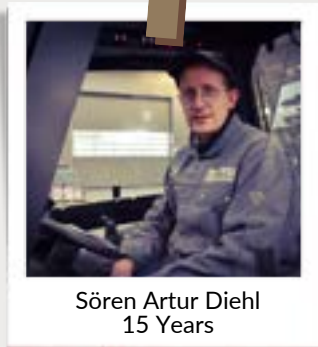
Next year, we will continue to bank on teamwork, appreciation, and mutual acceptance in order to shape our cooperation in the best possible way.

In this spirit, we wish you and your families all the best and a merry and blessed Christmas.

We look forward to the year to come, with all its opportunities and challenges.

Bernd & Alexandra Henrich

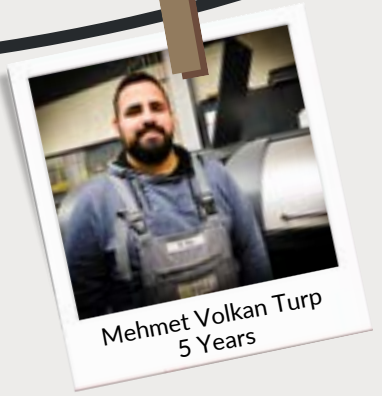
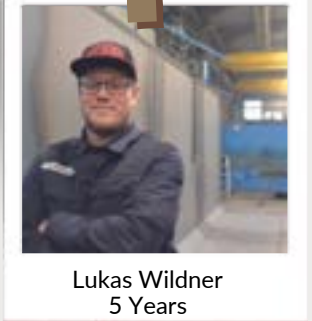
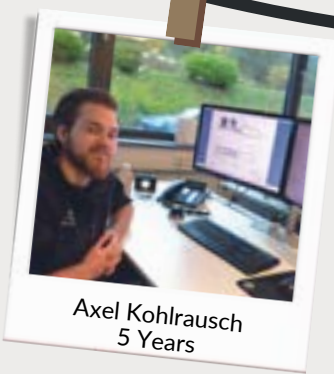
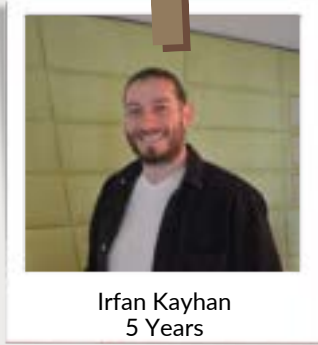
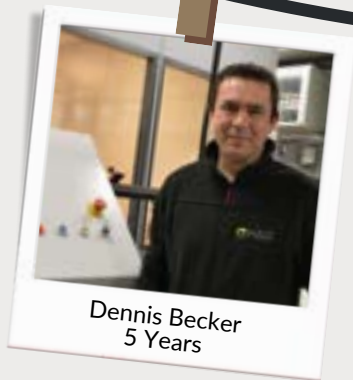
CONGRATULATIONS



Donatas Ralys
10 Years

Erich Rösler
10 Years

CONGRATULATIONS



NAME CHANGE IN THE H&G GROUP



In recent years, important restructuring has taken place within the H&G Group. For example, Stahlbehälterbau Greis GmbH was renamed H&G Produktion und Service GmbH in 2020 so that the field of "after sales", such as maintenance, repair and spare parts delivery is processed and handled by company. Now, we are going one step further and are handling the complete field of disposal technology (screw compactors, underground and container systems) via H&G Produktion und Service GmbH. This also includes the new machine business. We have already implemented this change in our ERP system as of August 01, 2022. Since the name H&G Entsorgungssysteme GmbH is already established as a strong partner in the market, and due to the fact it reflects our core competence and company purpose perfectly, we will transfer the name to H&G Produktion und Service GmbH on January 01, 2023, which will – from this date – operate under the name H&G Entsorgungssysteme GmbH. The original H&G Entsorgungssysteme GmbH was renamed H&G Management GmbH on November 21, 2022. This company will exclusively handle the rental of machines and containers from now on.

With this restructuring, we have already achieved a great simplification of the processes within the company and are convinced that we will continue to be successful as a competent partner on the market of disposal technology in the future.

NEW COATING LINE

Completion of the first of two new coating lines

With the start-up of the first of two new coating lines, we can significantly increase the surface quality and cycle time of our products and meet the sophisticated requirements of our customers even better. The heart of our new line is the paint mixing room. The separated multi-component line is controlled entirely electronically. The installed piston pumps from the manufacturer Wagner (IceBreaker) are, due to their high performance and efficiency, among the market leaders in the field of 2-K coating systems. The coating and evaporation systems, each with a size of approx. 10 m x 16 m, were developed and installed together with the manufacturer "Durst".

Environmental protection and economy: The paint shops are each equipped with two recirculation towers, which ensure that a high proportion of the filtered exhaust air can be returned to the painting area.

Better capacity utilization, less stress: With the new line, we can control the production processes much better than before. We have shorter throughput times and, thanks to the new multi-component system, significantly lower paint consumption with improved surface quality. This is already reducing the bottleneck in the paint shop and therefore also means less stress for our employees. The new coating lines have made the jobs in the company more attractive and have created a positive atmosphere among the workforce.





SINGAPORE

H&G goes Asia

Pilot project with new partner in Singapore

At the end of December, H&G will deliver three 15 kW screw compactors with cardboard pre-crushers to Singapore. These machines are destined for a customer from the furnishing industry, but sales and installation will be handled by H&G's new sales partner, INVENT Engineering (www.inventgroup.sg).

INVENT is the leading provider of engineering solutions in the waste management industry in Singapore and specializes in the distribution and repair of equipment and vehicles as well as the fabrication of steel structures in the waste management, construction and marine industries.

In September, a first cooperation agreement was signed between H&G and INVENT and the first three machines for the pilot project were ordered by INVENT. With INVENT as our local partner, H&G will take the first steps in the Asian market and hopefully place more machines there soon. In this endeavor, INVENT will support us as a competent partner with decades of experience. We are looking forward to a successful cooperation.



Invent's engineering team: Vijay, Muthu, Veeramani und Prem.



 **FRANCE****Sales and marketing training for our French partner "SOLEN"**

We were delighted to spend a productive time with our French partner SOLEN" here in Burbach in October of this year.

Presentations from our sales and technical colleagues, live demonstrations of our screw compactors in the test center, as well as relaxed moments full of fun, laughter and constructive discussions were on the agenda of the sales and marketing training.



 **FINLAND**

We are pleased to celebrate 17 years of partnership with Europress. Our cooperation started in 2005 and since then, Europress has been distributing our screw compactors via their subsidiaries in Finland, Sweden, Denmark, Norway and Poland.

Over the years, the cooperation has increased in quality, professionalism and mutual enjoyment. The performance has also developed continuously in quantitative terms. Due to the high requirements of their customers in the industrial and waste disposal sectors, a continuous technical development of the system technology is vital. Far beyond the purely professional cooperation, real friendships have developed on various levels. We are happy and also proud to have Europress as a partner and look forward to further projects together.



NETHERLANDS

In the course of the production expansion of a fast-growing company based in the Netherlands (importer of vegetables and exotic fruits from all over the world), a total of four screw compactors for the fractions plastic and cardboard were installed in July 2022.

The design, as well as the planning of the installation process, were vital because of the high filling chutes and additional installations inside the building (conveyor belts / filling chutes).

The customer now has the option to feed the recyclables to our screw compactors via various feeding options (manual / automatic / by lift-and-tilt unit), as well as from several floor levels of the building. Our machines compact the material in the usual manner, powerfully, reliably and with high efficiency. Increased filling weights are guaranteed.

We are very proud of the outstanding and top-quality performance of our team.



HERE YOU WILL FIND AN OVERVIEW
OF THE PROJECT PHASES.



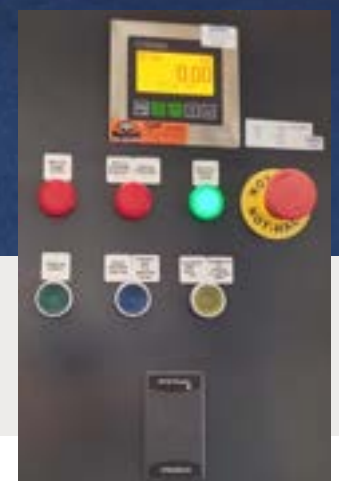


SWITZERLAND

Screw compactor TO GO

Late this summer, H&G delivered two mobile screw compactors with integrated weighing unit and access control to one of our customers in Switzerland. This system is unique. The special challenge was to design the electrical control of the machine in such a way that it could be plugged into conventional CEE sockets and still compact the waste as efficiently as usual. For this purpose, a frequency controlled main drive motor was used.

The automatic weighing data recording in connection with the access control also allows for a simple user-based billing.



ITALIEN

This year, we have also realized interesting projects for our customers in Italy. In October of 2022, two H&G screw compactors equipped with cardboard pre-crushers were designed and delivered for the warehouse of a large e-commerce company in Vercelli.

Huge thanks to all colleagues involved who made this installation a great success.





HAMM

Fourth large project for a logistics service provider

This client is a global logistics services company that develops and implements innovative solutions for business customers in the sectors of fashion, cosmetics, telecommunications, etc. - such as service centers and IT systems, or logistics and financial services.

At the Hamm site, a screw compactor system with cardboard pre-crusher and Y-shaped filling chute was installed for a large international company operating in the "perfumery" sector. In addition to this, the system was equipped with 3 lift-and-tilt units. The screw compactor is primarily fed by on-site intralogistics or conveyor belt system. The feeding of cardboard boxes with an edge length of up to 600 mm runs fully automatically and is controlled and monitored in a process-stable manner via a complex signal transmission system.

This is already the fourth joint project on this scale.





WÜRZBURG

New customer, new challenge

The IFAT trade fair, which took place in Munich in May of this year, was the first step towards a new customer. We succeeded in generating a great project in the field of underground systems. From May to September of this year, the first three underground systems "Europa Plus" were installed in Würzburg. We delivered another three systems of the same design in November. The modern design of the system, as well as the 100% liquid-tight containers, contribute significantly to the beautification of the living environment and make disposal more efficient and at the same time sustainable. This was the deciding factor for the customer who is more than satisfied with the new system.





For the "light packaging" fraction, we used our standard system. With a capacity of 3 m³ for organic waste disposal and 5 m³ for residual waste, the H&G underground systems are the ideal solution for this part of Würzburg. We are very pleased about the positive feedback of "Stadtreiniger Würzburg", the company responsible for the disposal.



HERE IS AN OVERVIEW OF THE INSTALLATION.

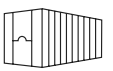


Case Study Feldkirchen

As part of a campaign to increase awareness of our underground systems, we have created a special website as well as a case study (Feldkirchen). The purpose here is to explain the functional aspects as well as the advantages of the underground systems.

The case study will be available on our website soon.





KARLSRUHE

KARLSRUHE

After months of hard work we delivered 38 roll-on/off containers to our customer in Karlsruhe.

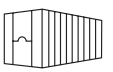
This waste disposal project comprised planning, designing and manufacturing of a total of 38 containers. Each phase of the project was handled individually in order to meet the requirements of the customer.

And this is exactly what keeps us dynamic as a team.

In-house expertise – beyond departmental boundaries– in design and development.

The roll-on/off containers are designed to be multifunctional. This way, they can be transported by means of either truck or train, but also by means of a gantry crane.





RHEIN-HUNSRÜCK-KREIS

It is always great to be able to realize a project for the fire department, helping them to make their important work more efficient and safer. This year, our team worked very hard on the concept, design and completion of a fire water tank for the fire department of the Rhein-Hunsrück district.

With a capacity of 10,000 liters, two manholes and an equipment room, this mobile fire water tank is a functional as well as safe solution for our customer.



Fotos: PHOTO•MOMENTS by dennis irmiter

OUR FEMALE COLLEAGUES IN CONTROL CONSTRUCTION

In the production area, more precisely in our control construction, the work of these 4 women stands out: Susanne Fey, Karla Schwarz, Anke Reh, Manuela Jung.

These ladies dedicate a part of their lives to the wiring of our control systems. Following a manual prepared by our technicians, they wire both the standard controls and, more recently, more complex special controls, thus covering a large portion of our demand.

So far, they have built around 200 controls since 2020. We would like to thank these "super" women for their commitment and are proud of the success we generate as a team.



Von links nach rechts // From left to right:
Susanne Fey, Karla Schwarz, Anke Reh, Manuela Jung

WOMAN POWER IN THE INTERNATIONAL SALES DEPARTMENT

"We proudly present": Lydia Campo Rodríguez, Kristina Judt, Lara Nies, Valentina Rabino und Niel Noparast (2nd year trainee).

Alexandra Henrich, who has been passionately working in the export sector for more than 20 years, is the responsible manager.

All of us represent concentrated female power.

Our team is characterized by its linguistic competence (English, French, Italian and Spanish), as well as its intercultural competence. We act in an engaging manner and recognize the needs of our customers. We work efficiently and solution-oriented, committed to respect and tolerance. At the same time, our global perspective creates space for constructive and creative cooperation.

As back office we deal with the support of our customers and trading partners worldwide. From technical quotations, order processing and customs proceedings, logistics, to the shipment of spare parts, we cover the entire spectrum in this department. We strive to always be competent and reliable contact persons.

Teamwork, also across departments, as well as individual commitment, fun and enjoyment in the cooperation are the keys to our success.

The only man in our department: Rolf Thielmann. He is responsible for "Sales Controlling" and supports the management in the collection and evaluation of data, digitization, and process optimization.



Von links nach rechts // From left to right:
Lara Nies, Niel Noparast, Lydia Campo-Rodríguez, Kristina Judt, Valentina Rabino, Alexandra Henrich, Rolf Thielmann

SIEGEN

H&G news - Steelforming "sculpture for the Villa Ruhfus in Siegen"

We are pleased that we can once again work with the renowned freelance artist, Thomas Röthel, on yet another project
This time for the Villa Ruhfus in Siegen.
Further information on this exciting project will be given in the next edition.



TRAINING OF OUR SERVICE PARTNERS

In September of this year, we welcomed our international service partners (Benelux) as well as our service partner from the different parts of Germany at our plant in Burbach. The team was trained comprehensively by our colleagues from the specialist departments "Service and Control Technology" in the area of "After Sales". Special focus was placed on "intelligent" control technology and remote maintenance, sensor technology and troubleshooting. A positive side effect: the colleagues had a lot of fun. In addition to the exchange of expertise and experience, such training events always offer the chance to get to know one another better on a personal level. They also very much enrich the cooperation.



Service partners, M&H Techniek from the Netherlands and Indelpro from Belgium



Service partners from the different parts of Germany



INTERNAL TRAINING OF OUR TEAM

At regular intervals, our colleagues from project management, work preparation, as well as mechanical and control engineering conduct internal product training events for the sales team.

In **August** of this year, our colleague Niklas H. gave us a detailed insight into the process sequence of a large project using the example of a major project realized for one of our customers in the Netherlands. In two groups, the sales team was able to learn more about the field of project management and the tasks and processes involved through practical examples.

In **September** of this year, our export and customs expert Kristina J. gave a detailed insight into the field of commercial and preferential origin of goods. The sales team was able to learn more about the various duty rates imposed by countries outside the EU and the benefits of a preferential EU origin for our customers.

In **October** of this year, our colleagues Lara and Lydia from the sales department held a refresher training for the basics of the AMS program. In two groups, the colleagues of various departments were able to learn more about the different program functions again. There was also the opportunity for questions and feedback.

Big thanks to Niklas, Kristina, Lara and Lydia for the great and educational events.



FAIRS AND CONFERENCES

During the second half of this year, our colleagues of the "underground systems" department participated in several conference in various German regions.

August: NRW State Conference of the VKU e.V. (Association of Municipal Enterprises) Waste Management and Urban Cleanliness VKS in Münster. During this event, the topics climate protection, digitalization and innovation were discussed, as was the role of companies and state government in these sectors.

Mr. Oliver Krischer, Minister for Environment, Agriculture, Nature and Consumer Protection of the State of NRW (Düsseldorf) was among the many visitors to the H&G booth. Our "highlight": the 100% liquid-tight underground collection container. An efficient, as well as sustainable system for the collection of e.g. residual waste, organic waste and glass.

September: Coastal States Conference of the VKU e.V. in Travemünde.

The event's main focus was on inspiring lectures by experts, as well as discussions on the key points of waste management.

"These types of events always serve as excellent meeting place to exchange ideas and perspectives," said Stephan Porth, national sales manager.



Foto: David Obladen



November: "Vakbeurs Recycling Fair" in Gorinchem (Netherlands). This is a trade fair for recycling technology and waste management.

Center of attention at our booth: the H&G screw compactor.

Other highlights: our weighing chamber with access control, for a digital registration of recyclables/waste.

We had a very positive perception of the personal exchange and the constructive discussions with partners and interested parties during these events.



OUR GREEN SIDE



Honey

New packaging, new production. Our busy bees have been working very hard throughout this year. We are happy about that. This year's honey harvest amounts to 63 kg.

A big thank you to our beekeeper Kevin Harder for his efforts.



E-Bike Leasing

Since April 2022 of this year, H&G has been offering its employees the option of e-bike leasing as part of salary conversion. This results in various benefits for the staff. In order to provide our employees with this benefit, we have decided to cooperate with the company EURORAD. In addition to the actual e-bike/bicycle, the leasing contracts also include a comprehensive service package, which covers various insurance services in addition to annual maintenance. By now, around 15 colleagues have taken advantage of this offer. Some of them are already using this sustainable alternative for their commute to work.



2023: 60TH ANNIVERSARY

History and family tradition: A tireless pursuit of development and innovation, as well as boundless inventiveness and teamwork will turn "60" next year. Since 1963, our company at the premises in Burbach-Niederdresselndorf has evolved and grown into what we are today - a technology and market leader for waste disposal solutions - with a team of around 150 co-workers.

To celebrate this great event, we have designed and created an anniversary logo and will organize interesting and exciting activities for our team, as well as for our external partners, customers and suppliers in the coming year. Be ready for surprises.

To be continued....



Follow us on social media to get up-to-date information on our products, projects as well as the H&G team.



