

HOSCH *news*

The International HOSCH Magazine



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Digital system launched at the bauma 2019

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Steps into the Future



The HOSCH management with Cornelia Kill-Frech, Dirk Heidhues, Ansgar Frieling and Eckhard Hell.

We at HOSCH are steadily improving ourselves and our company – just like our markets and our customers. As a family-run company with global operations, we thrive on the non-stop exchange of ideas worldwide.

Numerous customers, suppliers and friends got together at our stand at the bauma 2019 in Munich. Here we successfully presented the ideas behind our digital project HOSCH^{iris} and the first steps in its development. We want to apply HOSCH^{iris} to shape the various possibilities on the digital marketplace. The next step is to incorporate many of our customers' suggestions and wishes.

In-house at HOSCH, we are making internal plans to prepare the way for better control of our business across national borders by rolling out SAP worldwide. Following the successful introduction of SAP at HOSCH France, we are venturing "across the pond" to implement SAP at HOSCH Company together with our colleagues in the U.S.

Despite all this digitization, human beings still play a central role at HOSCH. We are therefore offering vocational traineeships to alleviate the expected shortage of skilled workers. Starting in August 2019, HOSCH Recklinghausen will be training two young men – one as an industrial management assistant and one as a construction mechanic. We warmly welcome them to the "HOSCH family!"

We already reported on the changes in the HOSCH management in the last issue of HOSCH news. The responsibilities have now been reallocated – we hope this will enable us to redouble the sharing of ideas among companies and employees across national borders.

The international character of our team is evident – as always – in the Personnel Ticker and the reports on the projects of the national HOSCH companies.

We would now like to wish all of you – at home, at work or on your well-deserved summer vacation – and all our customers and friends around the globe a successful second half of 2019!

Yours sincerely,

Cornelia Kill-Frech

Eckhard Hell

Dirk Heidhues

Ansgar Frieling

Into the Digital Future with “iris”

bauma 2019

HOSCH presented its digital vision at the bauma 2019 in Munich

The countdown went like clockwork: the HOSCH Group presented its brand new “HOSCHiris” information system in Munich as the bauma 2019 opened – the world’s largest and probably most important trade show for construction machinery and materials handling. This represented another step in the process of “HOSCH GOES FUTURE.”

The bauma takes place every three years, offering a relaxed atmosphere for talks with customers from all over the world. It is the event in the industry, and a seismograph for trends and customers’ wishes.

At the show this April in Munich, HOSCH not only presented the latest developments in its belt-cleaning equipment, but also unveiled its latest project, “HOSCHiris”. The name stands for an intelligent information system that will supply all those involved with relevant



Members of the HOSCH trade show team: Jari Iversen, Reiner Gnauert, Giancarlo Leombruno, Dirk Heidhues, Nathalie Zajonz, Detlef Domke, Klaus Schlüter and Thomas Scherer (from left).

information about their belt systems and components in an appropriate form. The company hopes that in the future the new system will help customers to make their systems more productive and to optimize the necessary maintenance.

HOSCH Sales Manager Detlef Domke von Bichowski was more than satisfied with the results from the bauma, and not only thanks to “HOSCHiris”. He said, “It was a great success. Over the seven days of the show we had around 15 percent more visitors than we had three years ago. We used the trade fair to share our ideas about HOSCHiris with our customers and to hear their suggestions and wishes concerning its future development. There is no doubt that HOSCHiris is going in the right direction”.

Further information about HOSCHiris is available at www.hosch-international.com/wp/news/hosch-iris.



bauma 2019 in Figures

Around 620,000 visitors from almost every country in the world were recorded during the seven days of the bauma 2019. This was the largest bauma ever, with 3,700 exhibitors and an exhibition area of 614,000 square meters, and therefore once again a record-breaking show.



Reiner Gnauert (right) explains HOSCH scraper technology to an interested visitor.

Clear-Cut Definition of Tasks

The HOSCH corporate group organization chart defines responsibilities

“HOSCH GOES FUTURE” is the project with which the HOSCH corporate group intends to meet the challenges of the future. Apart from the increasing digitization of service, production and customer contacts, the project includes clear-cut structuring of management functions, allocation of tasks, and communication links.

In mid-April, therefore, the HOSCH Management published an organization chart clearly defining firstly, the distribution of corporate tasks and responsibilities, and secondly, management organization.

Dirk Heidhues and Ansgar Frieling are responsible for managing operations at the HOSCH Group, for example. Eckhard Hell assists them in this endeavor by contributing his knowledge and many years of experience. He will also be focusing on new strategic tasks. At the management level, Ansgar Frieling is the main contact for the sales and accounting staff – both for domestic and international HOSCH business. He has made some initial contacts in the various budget discussions and during his visits



The operational tasks and responsibilities in the HOSCH-Group define the new organizational chart.

to HOSCH companies in Italy, Asia and the U.S. (Refer to the reports in this issue of the HOSCH news.)

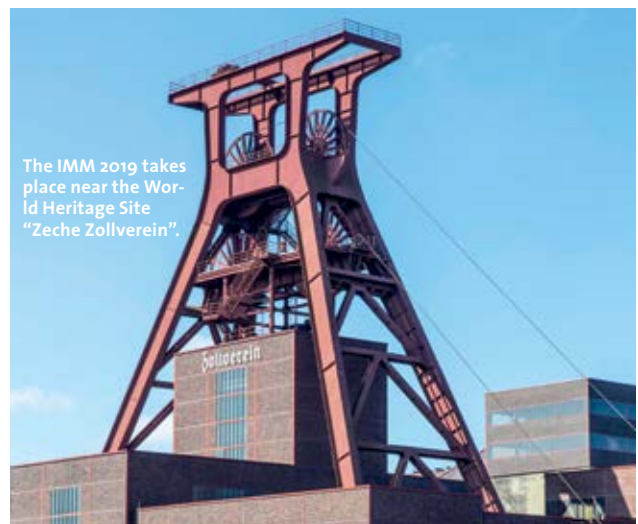
Cornelia Kill-Frech, Managing Partner of HOSCH-Fördertechnik GmbH, states: “We want to have regular personal contact with all of our managers. We hope that Ansgar Frieling will be able to visit

most of our HOSCH subsidiaries by the end of 2019”.

In his capacity as Managing Director, Dirk Heidhues is responsible for the areas of production and technology as well as human resources and IT. He, too, is frequently “on the road” around the globe to optimize production and purchasing activities for the HOSCH Group.

IMM 2019 Moves to a World Heritage

A new format and a new hotel: this year’s International Management Meeting (IMM) officially starts with dinner on the evening of Sunday, September 22 and finishes with the farewell dinner on Thursday, September 26. However, individual meetings with the HOSCH Management are also scheduled for the following Friday. The new venue is the “hotel friends Zeche Zollverein” in Essen, where the IMM will be held, close to the eponymous World Heritage Site. The Zeche Zollverein pit, also known as the “Eiffel Tower of the Ruhr area,” produced coal from 1851 to 1986, and is today both an architectural and an industrial monument.



The IMM 2019 takes place near the World Heritage Site “Zeche Zollverein”.

An Open Dialogue Based on Trust

Presenting Stefan Burk, a member of the Advisory Board of the HOSCH corporate group

At the beginning of 2018, HOSCH decided to establish a four-member Advisory Board to advise the company's management, support it from an outsider's vantage point, and make its external know-how more easily accessible.

The Advisory Board meets four times a year and comprises Robert Schmitz, Managing Director and co-owner of the family-run Hardy-Schmitz group, attorney-at-law Heinrich Kill, Professor Norbert A. Harlander, management expert and psychologist, and Stefan Burk, Chairman of the Supervisory Board of BURK AG.

HOSCH news is introducing the members of the Advisory Board – we started with Professor Norbert A. Harlander last fall and have now interviewed Stefan Burk.

Mr. Burk, when did you first hear about HOSCH?

Stefan Burk: Norbert Harlander and I

have sat on the same advisory boards and consulting teams for many years. Cornelia Kill-Frech has known Norbert Harlander for a long time and introduced us.

What do you see as the role of an advisory board in a family-run company?

Stefan Burk: The Advisory Board serves as a sounding board for the Management and the shareholders. It discusses questions related to the daily running of the company as well as special topics. The Advisory Board has its eye not only on business operations, e.g. investments and personnel questions, but also on strategy. This includes topics such as succession planning and long-term corporate strategy.

What is your role on the Advisory Board?

Stefan Burk: I like to focus on the economic relationships within the HOSCH group of companies and discuss existing structures. In a multidisciplinary team of advisory board members, each person



Personal Info

Stefan Burk chairs the Supervisory Board of BURK AG, a consulting firm specialized in interim management. Moreover, he sits on the advisory and supervisory boards of several SMEs and is Managing Director of various private educational and therapeutic facilities. He serves as an honorary commercial judge at the Regional Court and Tax Court in Münster, and is on the executive committee of a professional association. He has also set up a foundation to provide help to chronically destitute people in South Africa.

provides input depending on his or her personal profile. In this context I value the frank dialogue conducted in a spirit of trust, both within the Advisory Board and with the Management.

Two Young Men Start Their Training

The HOSCH corporate group lives up to its responsibility to society by offering young people future job prospects. For trainees Kerim Gülsoy and Hüsnü Talip Coban, the “serious business” of learning will start at HOSCH Headquarters in Recklinghausen on August 1, 2019. Gülsoy wants to become a construction mechanic, and Coban an industrial management assistant.

Kerim Gülsoy (22) lives in Reckling-



hausen. After finishing high school with a university entrance qualification, he started a degree course in mechanical engineering – but it “wasn’t practical enough for me.” He then applied to HOSCH “to apply my manual skills.”

Hüsnü Talip Coban (19) also lives in Recklinghausen. After recently pocketing his university entrance qualification, he



gained his first work experience as a temporary worker in retail.

During their years of training at HOSCH, the young men will be supervised by employees who are qualified instructors – such as Sven Orlob, Head of the HOSCH workshop. His colleague Nicole Kogelheide, HR Officer at HOSCH, will be in charge of the industrial management trainees.

“We are fortunate to have a highly-motivated team!”

Interview with Ansgar Frieling, member of the HOSCH Management since January 2019

The steady forward march of globalization has necessitated a change in the lineup at the top of the HOSCH corporate group. Since January 2019 Ansgar Frieling (43), a graduate in business studies, has been a member of the four-strong team managing the company. HOSCH news spoke with him about his impressions and experiences during his first six months at HOSCH.

You have had a desk at HOSCH in Recklinghausen for a good six months now but have often left it to travel for the company. Where have you been so far?

That's true! I have been packing my suitcase more often than in my last two jobs. On my first trip for HOSCH I met with our colleagues in Italy. After that I went to Kuala Lumpur, where I talked to the people responsible for our business in Malaysia, Vietnam and Indonesia. On very different trips, I visited our distributors in Siberia, went to a trade fair in Munich, and visited the U.S. I just got back from there a few days ago.

What impressions did you gain on your journeys?

We are very lucky to have such a terrific team. Wherever I go in the HOSCH world, I meet highly motivated dyed-in-the-wool “HOSCHis,” many of whom have been working for the company for years. This year I plan to visit all our branch offices – I am sure I will find a top-notch team everywhere I go!

Where do you see the best development potential for HOSCH?

When friends ask what I am doing now,

Ansgar Frieling, who joined the HOSCH management in January 2019.



I often say: “You can find us wherever someone is digging a hole.” This is an oversimplified answer, of course, since you can also find us at steel works, cement factories, power stations, etc. But the large operations in the international mining business still offer us enormous potential. If we look at the mining countries around the world, such as Chile, Peru, Australia and the U.S., along with large parts of Asia, we still find many opportunities. Our digitization strategy can be applied in more and more places, depending on the level of development of the local firms.

What challenges will the company face in the next few years?

We have all seen the structural transformation in Germany's mining sector, and this process is certain to continue in Europe as well. When HOSCH was founded, there were 27 pits in the Recklinghausen District alone. Clearly, answers had to be found but we succeeded in finding them by going international – a process that will continue in the future. Digitization is the universal challenge, of course. When I was at university almost 20 years ago, our lecturers were already telling us: “Whatever can be digitized, will be digitized!” However, digitizing bulk goods or the transport of such goods is a difficult undertaking. The key to success here is to make good use of the resulting volumes of data and to transform them into viable business models. With HOSCHiris we have taken the first

Personal data

Ansgar Frieling was born in Coesfeld, Germany, in 1975. After obtaining his degree in controlling and marketing, he embarked on a career in business at a telecommunications company. After holding down jobs in the waste management industry and at industrial service providers, he joined the HOSCH corporate group in January 2019. Frieling (43) is married and the father of three children aged 13, 11 and five. The family lives in the Münsterland region. In his free time, he enjoys travelling and riding his racing bike.

step in this direction. The response from the market has been very positive.

What are your goals for the upcoming years?

Together with my colleagues I would like to keep the family-owned HOSCH company on the solid footing it has today while advancing it. What this means primarily is further expanding existing markets, opening up new markets, and tackling the challenges of digitization in a positive way – tasks I greatly look forward to!

A private question to finish off: as vacation time draws near, what are your plans?

Another trip, but this time to Croatia – Istria to be more precise – together with my wife, children and family dog. We have never been there before and I am very curious. I'm crazy about truffles and I've heard they have some good ones there!

Women in Business “Network” at HOSCH

First meeting of the discussion group outside City Hall



Cornelia Kill-Frech (2nd from left) and Dirk Heidhues (far left) presented the HOSCH Group to the “networkers.”

Networking at HOSCH: In mid-May Managing Partner Cornelia Kill-Frech welcomed businesswomen from the Recklinghausen area to a meeting at HOSCH Headquarters. More than 20 women belonging to a network recently founded for businesswomen

in all parts of the Recklinghausen District accepted her invitation. The guests came from a wide spectrum stretching from a ballet school to business consulting firms, architect’s offices, small retailers and food service firms.

Cornelia Kill-Frech gave two presentations on the HOSCH corporate group – from the company’s founding over 44 years ago by her father, Hans-Otto Schwarze, up to the challenges now facing the company under the motto “HOSCH GOES FUTURE.” The presentation took an (almost) hands-on turn when Managing Director Dirk Heidhues, the only man (!) present that morning, gave the networkers a tour of HOSCH and demonstrated the operation of HOSCH scrapers on a training belt.

Over sandwiches, fruit, fromage frais and of course coffee and cold beverages, the women continued their intensive networking – the reason the group was founded by the City of Recklinghausen – after the presentation and tour. One participant described the atmosphere as “extremely pleasant.” So far the group had held three meetings – the first two at Recklinghausen City Hall and now this one hosted by a member.

HOSCH Employees Lace Up Their Running Shoes

Intensive training for corporate run in Oer-Erkenschwick. Next stop: the Schalke Arena

Is time lacking? No! Motivation? No! Kindred spirits? Plenty available! There was therefore no obstacle to founding a HOSCH running group at the beginning of April. More than 30 men and women, divided into beginners and advanced runners, laced up their running shoes and began diligently training once a week for the AOK corporate run in Oer-Erkenschwick in mid-June.

Coach Magnus Kaprolat prepared the HOSCH runners rigorously for the important goal. He used video footage to analyze the individual movements of each team member as the training

commenced, gave advice on running shoes, and broke up the 30 to 45-minute training sessions with other exercises and tips on correct running techniques. The HOSCH team started in Oer-Erkenschwick in orange HOSCH t-shirts, of course, and were loudly cheered on by the numerous fans lining the 5.3-km route. The race in Oer-Erkenschwick was not a one-off event for the running group. At the end of August, the HOSCH colors will be seen again at the B2-Run in Gelsenkirchen. For the runners, the high point of this event will be crossing the finish line in the huge Schalke Arena. The new running group created to boost



The HOSCH running group after the company run in Oer-Erkenschwick.

individual fitness and team spirit is part of the HOSCH health management program launched in mid-2018 – a program that has already brought employees benefits such as fresh fruit and vegetables.

NEW AT HOSCH *** NEW AT HOSCH

From Trainee to Supervisor

In November 2018, he joined HOSCH do Brasil Ltda. as a trainee – now he is already a supervisor in sales. This is **Lucas Manini** (25), who is currently



still studying mechanical engineering at the university in his home town of Belo Horizonte. He wants to graduate by the end of the year at the latest so that he can devote himself fully to his work at HOSCH.

Peter Petzold, General Manager of HOSCH do Brasil Ltda., has a high opinion of the budding engineer. “Once he has his degree in the bag, we will make him an offer as a Technical Manager,” he says. Yet Lucas Manini remains modest: “I would very much like to climb up the career

ladder at HOSCH. The months I have spent in the trainee program so far have given me valuable experience. I have learned a great deal and will do everything I can to continue growing – both as a person and in my work at the company.”

It comes as no surprise that Lucas Manini’s hobbies include manual activities. In addition, he takes excursions on his motorbike, enjoying the beauty of the Brazilian landscape no matter whether his tours are short or long.

New Regional Manager for Eastern Pennsylvania

In February 2019, **Tyler Knosp** (picture below, left) joined the team of HOSCH Company in the U.S. He is



now Regional Manager for the eastern part of the state of Pennsylvania. Before moving to HOSCH, he held an internal managerial position at a pharmaceutical company. That was where he discovered his passion for service and sales.

Tyler Knosp now wishes to use this gift to do good business with HOSCH products, whose quality he recognized instantly: “Most of all I am looking forward to the discussions where I can demonstrate to customers how our products can resolve a wide range of problems in their systems.”

In mid-February **Helmut Kretschmar**, who had worked for the HOSCH branch office in Altenburg, Thuringia, for more than 25 years, celebrated his last day of work. For his official sending-off, the newly minted retiree travelled to Recklinghausen, where his colleagues gave him several gifts typical of the Ruhr area to take home to Langenleuba-Niederhain in the Altenburger Land. To show his gratitude, Helmut Kretschmar sent them a package of Thuringian specialties from the famous Zschammer

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To our cover picture:
Our cover picture shows a typical scene at HOSCH: Kevin Pohl and Sven Orlob prepare HOSCH scrapers for shipping in Factory II in Recklinghausen.

+++ HOSCH PERSONNEL TICKER +++



Eckhard Hell (left) at Helmut Kretschmar's farewell party.

butcher's shop in Altenburg several days later. At the retirement ceremony, HOSCH Managing Director Eckhard Hell thanked Kretschmar for his energetic work at HOSCH's largest branch office. "We would like to commend you for your commitment to HOSCH – both at the branch office and in the Czech Republic and Slovakia. With your profound technical knowledge and your mastery of foreign languages, you won the confidence of the HOSCH customers in your region and were thus instrumental in the success achieved by our branch office in Altenburg."

Gökhan Yilmaz, one of HOSCH's employees in Recklinghausen, spends his



Gökhan Yilmaz (standing, 2nd from left) and his team in the new HOSCH jackets.

leisure time as a volunteer at the junior soccer club "SV Bossendorf 1955." The top priority of the club in Haltern am See is not so much scoring goals and winning championships, but instead giving children from disadvantaged backgrounds a place that offers them orientation and a feeling of belonging, however briefly. And the HOSCH management was happy to support the initiative. So when Gökhan Yilmaz asked for training jackets for the "E-Juniors" team of eight to ten year-olds, the company was glad to oblige. Cornelia Kill-Frech presented the warm jackets bearing the HOSCH logo on the back to the young Bossendorfers – and to Gökhan Yilmaz's team of volunteers.

A happy family at HOSCH France: In Calais Lydia and **Romain Descamps** – who has worked for HOSCH France as a service technician since 2016 – proudly announced the birth of their



son Paul shortly before Christmas 2018. At his birth on December 18, Paul weighed 4.4 kg and measured 52 cm. The baby's proud parents and his big sister Lea were all delighted by the arrival of the new family member.

HOSCH Service Anniversaries

In the first half of 2019, the following HOSCH staffers at the Headquarters in Recklinghausen celebrated service anniversaries:

10 years

Angelika Schellenberg
Dirk Heidhues

20 years

Markus Kraft

It was with great sadness that the management and workforce of HOSCH-Fördertechnik GmbH learned of the unexpected death of Adam Ratajczyk, who passed away on March 25, 2019, at the age of only 60 after a long and severe illness. This sentiment was reflected by the text of the condolence letter sent to his widow: "Our thoughts go out especially to you personally, your daughter, your grandchildren, and all other relatives and friends. On behalf of the management and everyone in the company, we would like to express our deeply felt sympathy."

Adam Ratajczyk was a member of the HOSCH IT Department for many years, where he was responsible for setting-up and updating the computer system. In this job he assisted the system users with great commitment and professional knowledge. He was always there whenever anyone needed help. The letter from HOSCH concluded with the words: "The management and employees of the company also held Adam Ratajczyk's personal qualities in high regard. His death is a painful loss to the company and he will always be present in our memories."



Gabonese mining company uses HOSCH scrapers in extracting and transporting manganese

A belt conveyor at the open-cast mine in Moanda, Gabon.

Philippe Bourlard found himself on a walking tour of gigantic conveyor systems when he visited the central African country of Gabon. The General Manager of HOSCH France inspected HOSCH scrapers installed on the Atlantic coast. They belonged to the company COMILOG that specializes in mining manganese and other minerals in Gabon.

COMILOG operates several mines in Gabon and uses HOSCH scrapers at three of its locations. Approximately

a member of Philippe Bourlard's sales team, spent two weeks on site to install and service scrapers in the open-cast mine in Moanda (see info box) and at the port serving Libreville, the Gabonese capital. In addition, he trained company employees in servicing HOSCH products. Philippe Bourlard said, "Jean-Marc mainly concentrates on our customers in southwestern France, but he is also responsible for companies in Gabon and Togo. On average he spends six to eight weeks every year in Africa."

90 percent of the manganese it extracts is used in the steel industry. Manganese is one of the abrasive materials that cause severe wear and tear to the cleaning tips of scrapers – reducing their lifetime to somewhere between three and eight weeks.

Jean-Marc Pataut,

For Bourlard himself, the installation and servicing activities in Moanda and Libreville offered more than an opportunity to inspect the systems. He also introduced himself to the managers at COMILOG as Claude Trumpf's successor. "My visit was very successful. On the one hand I gained a good overview of our tasks here, and on the other I was able to lay the foundations for more contracts for servicing and maintenance. I will travel to Africa again in the fourth quarter of 2019 at the latest."

One of the world's largest manganese mines

Moanda is the sixth largest city in Gabon and the site of one of the world's largest manganese mines. According to the company, around three million tonnes of the mineral are extracted every year. The manganese reserves are expected to last for another 60 to 70 years. The manganese mined in Moanda is transported by rail to Owendo, the main port serving the capital Libreville, where it is loaded onto ships.

Successful Go-Live on March 1, 2019

HOSCH France now uses SAP software throughout

In mid-November 2018 the team at HOSCH France was inducted into the various SAP programs, and at the end of February 2019 everything was ready for the big switch. Managing Director Dirk Heidhues took a crack team from Recklinghausen to Calais to help on the final stages of the changeover so that all HOSCH France

employees would be able to work with the new system as of March 1. For the essential last days of training, the "trainers" and "students" gathered in a large conference room in the HOSCH France office building in Calais. General Manager Philippe Bourlard said, "We played out all the corporate processes once again in great detail, starting with the cost estimates and use of the database, all the way to orders for the sales

department." They worked late on March 1 – but then the program was ready to go live. Philippe Bourlard explained, "Here again, we discovered many new facets of SAP, which will make our work easier and will certainly also enable us to work more efficiently in the future." In addition to Philippe Bourlard, staff members from HOSCH France's various departments were also trained in SAP.

Installation Work in the World's Smallest Republic

The HOSCH team had to dig deep into their pockets for a refreshment after work was done: a bottle of water on Nauru costs 25 dollars, and a small flat beer five dollars!

Employees of HOSCH International sent to install scrapers in a phosphate mine on the island of Nauru

Nauru, an island country located 2,800 km northeast of Australia in the Pacific Ocean, has an area of 21 square kilometers and only 10,000 inhabitants. The fairytale affluence the island once enjoyed was based on especially pure phosphate deposits from petrified droppings of sea birds. Up to the present day, the economy has been based almost exclusively on phosphate mining.

The phosphate mines in Nauru have changed little since their creation in the early 20th century. In the 1990s, the reserves appeared to be coming to an end. However, prospecting in 2004 kindled hopes of additional deposits and reawakened economic interest in the country. This was how it happened that HOSCH International was invited to visit Nauru's state-owned RONPHOS phosphate mine in 2018 after being recommended by a

customer in the region who had only good things to say about HOSCH scrapers and tracker rollers. A small team from HOSCH International travelled to the island to perform a thorough audit of the entire facility. The audit revealed an urgent need for action: The occupational health and safety conditions at RONPHOS were of third-world standard; railings were missing and the protective gratings were riddled with holes. HOSCH International was awarded the contract to significantly increase safety at the mine by installing HOSCH equipment. The team of HOSCH International accepted this challenge.

Working for six days in extremely high humidity, they managed to install scrap-



ers and tracker rollers by April 2019. The effort paid off. The RONPHOS corporation was highly satisfied with the improvements and immediately earmarked additional funds to supply the entire facility with HOSCH parts. Only one month after installation, the cleanliness of the belt conveyor facilities was considerably improved and downtimes had declined markedly. RONPHOS was especially impressed by the fact that no belt was off-tracking after the installation of the HOSCH equipment – a totally new experience at the site!

“A Legacy you Can Be Proud of”

HOSCH International honors Service Manager Dave Ferguson for 20 years of loyalty to the company

Dave Ferguson has been a Service Manager at HOSCH International in Australia for 20 years. At a special celebration, CEO Sonja Volhejn thanked him for his enormous commitment and loyalty to the company.

In her congratulatory speech, Volhejn took her listeners back to May 1999 and Ferguson's first days of work in the “tin hut,” that was the first company building in Australia. Back

then five employees generated as much profit in a year as a team of 32 specialists does in one month today. Many of the customer relationships we have today – including the Newmont Boddington Gold and Copper Mine, the Alcoa Group, BHP Mt. Keith and BHP Leinster – were established by Dave and grew with him.

Even when Dave Ferguson repeatedly found his path blocked by tricky situations, he never gave up. Addressing him directly, Sonja Volhejn said: “You always found a solution or a new idea or a person who could help us to solve problems and carry on. Your willingness to work hard and with commitment over the long



Dave Ferguson has been with HOSCH for 20 years.

term, to look forward and to never give up, has brought you to where you are today – so now we commend you for having stayed with HOSCH for 20 years.”

Theoretical and Practical Training

In early March two employees of HOSCH Italy – newbie Sales Engineer Vito Fimiani and Sales and Service Technician Alberto Vicinanza – entered the classroom at HOSCH Headquarters. Both had come to Germany to learn how to install the various types of HOSCH scrapers; in Recklinghausen they divided their time between installation theory in the classroom and hands-on experience at the training belt.

Trainer Thomas Legner explained how to install the scraper types C1 to HD-PU-L.



Thomas Legner (center) with his "students" Alberto Vicinanza (left) and Vito Fimiani at the German Mining Museum in Bochum.

A lot of time was also devoted during the two-week course to spare parts management, maintenance and service. The two visitors made good use of their free time – which was limited to weekends – to visit sites such as the German Mining Museum.

Students and Young Business People Ask about the Secret to HOSCH's Success

Lecture given by Mario Del Pezzo at the university in Benevento

At the special day entitled Giornata dei Giovani Imprenditori del Sud Italia, students and young business people had a chance to pose questions to compa-

He even revealed a "secret": when asked about the key to the business success achieved by HOSCH Italy, he replied: "We invest continually in innovation research and concentrate on offering sophisticated products and high service quality." He added that this corporate philosophy makes HOSCH the numero uno for solving problems encountered during belt cleaning.



Mario Del Pezzo (left) giving a lecture at the university in Benevento.

nies from southern Italy. The event was organized by the Giustino Fortunato University in Benevento, capital of the Italian province of the same name in the Campania region.

Mario Del Pezzo, Country Manager of HOSCH Italy, listed the business fields in which the HOSCH corporate group works to his listeners – young business people and students, most of them enrolled on courses in mechanical engineering and business management.

Getting First-Hand Information

Ansgar Frieling meets with HOSCH employees and customers on his first visit to HOSCH Italy

Accompanied by Giancarlo Leombruno, Ansgar Frieling spent five days at the HOSCH "subsidiary" in Italy in February. On this first visit, the new Managing Director quickly formed a first impression of the (recently reorganized) work structure of HOSCH Italy, met all employees personally, and discussed business trends with Mario Del Pezzo.



Ansgar Frieling (left) with Giancarlo Leombruno (center) and Mario Del Pezzo.

At meetings with HOSCH customers in the cement production and waste management industries, Frieling and Leombruno found out which HOSCH products were in service at these companies. In addition, they intensified the good business relationships HOSCH has with these companies by talking to the employees responsible for dealings with HOSCH.

Despite the tight schedule, the two men found time to visit several cities in Italy's southern tip, such as Naples and Salerno, and enjoyed a satisfying glass of Italian wine after knocking off work.

A Prize for Vocational Education and Training



Mario Del Pezzo (left) receives the prize for commitment to education and training.

Borsa Mediterranea della Formazione e del Lavoro – This was the motto of a conference held in Salerno, Italy, in mid-April on staff education and training. At this event

HOSCH Italy received the award for "Best Company." The jury based their decision on the firm's strong commitment to the vocational education and training of its employees. The award was also conferred in recognition of the human resource development projects carried out by HOSCH Italy together with other regional companies.

Vocational Training Promotes Sustainable Economic Transformation

B-BBEE certificate with top grade “3”: HOSCH South Africa scores with targeted training and on-the-job courses

The abbreviation B-BBEE stands for **Broad-Based Black Economic Empowerment**, a government program aimed at sustainable economic transformation that enables previously disadvantaged groups to participate in the economy. Companies doing business in South Africa are required to participate in B-BBEE and their contribution to economic growth is measured annually using a system of points.

One of the most important criteria of B-BBEE is skills development, in particular providing young black people with qualifications and abilities for living independent self-determined lives. HOSCH SA promotes the development of skills via training in the craft trades, bursaries, training for individuals with disabilities, and a partnership with a col-

lege in Lephalale. In this South African mining town, HOSCH funds six students of mechanical engineering and welding technology.

Five of them have already completed their studies successfully, and the sixth will finish in 2019. HOSCH assisted the newly qualified young South Africans in finding internships to gain the work experience they need for their final examination in the skilled trades – which in turn is necessary for finding permanent employment.

With this commitment, HOSCH (SA) (Pty) Ltd. achieved B-BBEE certification with an excellent grade of “3” – thus making it possible for HOSCH SA to advance the company’s business in all relevant areas.



Benefiting from HOSCH South Africa’s support: Tlholgelo Ledwaba, Flora Moswana and Mmapeter Rameetse (from left).

Visiting a Friend and Colleague

Peter Petzold and his wife called in on HOSCH South Africa on their way back from vacation



Visiting friends: Grace and Peter Petzold with Johan de Koker (left) in South Africa.

Anyone who goes on a journey will have tales to tell. And Peter Petzold, General Manager of HOSCH do Brasil Ltda., is

East African island remains their secret, but on the journey home Grace and Peter Petzold made sure they called in on

no exception. He and his wife Grace celebrated her birthday by spending a relaxing week on the island of Zanzibar. Why a Brazilian couple should forsake their heavenly local beaches for those of the

HOSCH South Africa in Johannesburg. Johan de Koker and his staff member Elizabeth O’Connell (who has been with the company since it started operating in Africa and still assists her boss today with administrative matters) showed their guests around the offices and workshops. Peter Petzold, who had attended the inauguration in 2007, said, “A lot has happened since then. We were especially impressed by the production facilities.”

After that, Johan de Koker took his guests on a short sightseeing tour of local markets, which finished with a hearty South African lunch. Grace and Peter Petzold used the remaining hours they had on African soil to take a look at the six-meter-high statue of Nelson Mandela and other sights in the Sandton area of Johannesburg and in Pretoria.

Fighting the Weather during “Coast to Coast” Charity Bike Ride

David Smith from HOSCH GB pushes the pedals for a good cause



David Smith's HOSCH cycling group braving rain and high winds.

David Smith, workshop manager at HOSCH GB, decided to do something for a good cause. He took part in the “Coast to Coast” bike ride to raise money for a local hospital. David Smith, who has worked at HOSCH GB for over 20 years, was battling not only with his own staying power but

in particular against the wind and rain: on the three days of the charity bike ride, the weather could hardly have been worse. Far from deterring the participants, however, the heavy rain and strong winds only made them redouble their efforts to reach the finish line.

Reliability Personified

Ged Fletcher celebrates his 30-year service anniversary at HOSCH GB

Thirty years at HOSCH GB – Ged Fletcher (53) celebrated this rare corporate anniversary in mid-December. He began his career as a workshop assistant and today he is the longest-serving member of Craig Peacock's service team. The General Manager of HOSCH GB described his staffer with these words: “Ged is one of the most loyal and reliable employees in our company, one who never stops thinking about his work.”

In his 30-year history at HOSCH, Ged Fletcher has seen many changes in the technology and services, not least HOSCH GB's move from Darlington, where he lived, to Thornaby. He has been involved in



Ged Fletcher has been working at HOSCH GB for 30 years.

every technical development of the various types of scrapers – and today is looking forward to the upcoming innovations from the HOSCH ideas factory, because hopefully the word “retired” won't apply to him for a quite a while to come.

The tour started at Whitehaven on the west coast, and took the cyclists to Hartlepool on the east coast in three days – a total distance of nearly 220 km, with several steep hills. The harrowing tour was ultimately a great success since the amateur cyclists collected over 6,000 British pounds (approx. 7,050 euros) for the hospital.

Tim Frech is now “Dr. Frech!”

Congratulations! Tim Frech (32, photo), the older of the two sons of HOSCH Group Managing Partner Cornelia Kill-Frech, was awarded a doctorate in May from the renowned RWTH University in Aachen. His thesis covered process optimization during densification of powder metal gear wheels. He also examined process development in gear-wheel production for customers in the automotive and aerospace industries. Dr. Tim Frech lives in neighboring Switzerland, and will soon be working there, too. His wife Ann-Katrin has been employed at the university in Zurich for several years.



Ged Fletcher devotes his leisure time to learning about the two World Wars and so he visits historical places associated with the invasion of Belgium and France. On his free weekends, he can also be found in the local pub, where – in typical British style – he enjoys a glass of ale and a game of darts. HOSCH GB presented Ged with a watch in recognition of his many years of service and expressed its gratitude with a resounding “Well done, Ged!”

Intensive Discussions in Malaysia

Eckhard Hell and Ansgar Frieling visit HOSCH Asia and are treated to a bird's-eye view of Kuala Lumpur at the end of their trip

HOSCH Managing Directors Eckhard Hell and Ansgar Frieling had been flying for over twelve hours when they landed at the airport in Kuala Lumpur, the Malaysian capital, but they set off directly for the Head Office of HOSCH Asia.

After a round of friendly introductions, the two Managing Directors held one-on-one discussions with Manager Mohammad Akmal and Nales Rajah, who is responsible for HOSCH's entire office organization in Malaysia. Apart from the general business situation in Malaysia and Vietnam, the development of sales at selected customers and future distribution strategies were discussed. The further training of employees was another important topic. The first day ended with a "flying visit" to the HOSCH warehouse, which is only 10 minutes from the offices by car. The company may be leaving this site in the near future since Mohammad Akmal is currently looking for an industrial property which could accommodate both the offices and warehouse.

The following days were devoted entirely



The team from HOSCH Asia with Ansgar Frieling and Eckhard Hell (right). Their program included a visit to the Petronas Towers (small picture).

to further intensive discussions with a group that included Linda and Robert Steiner from HOSCH Indonesia. The HOSCH Managing Directors also took the time to share ideas with an international firm of consultants who have intimate knowledge of local conditions and assist companies with legal, insurance, taxation and marketing matters. The six-day visit culminated with a tour of the Petronas Towers in downtown



Kuala Lumpur – two skyscrapers towering 452 meters above the Malaysian metropolis.

SAP Roll-Out Planned for U.S.

Inaugural visit, part 3: After Asia and Italy, "brand new" HOSCH Managing Director Ansgar Frieling visited the U.S. in May. On his travels he was accompanied by Tobin Frech, who introduced staffers at HOSCH Company to the basic functions of the SAP modules for accounting, controlling, sales and personnel – similar to the process carried out at HOSCH France in No-



Mary Murawski (front, right) and Mike Evanitz (front, 3rd from left) with her team and the two guests from Germany.

vember 2018. At the same time, he set out a timeline for HOSCH Company to switch over all parts of its current sys-

tem to SAP. Frieling and Frech expressed confidence about the changeover, saying: "We are sure the transition will go smoothly."

The U.S. visit also included a large number of discussions with the

HOSCH employees and talks on both current and future business models.



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