



## EDITORIAL

Dear partners and friends of BIW,

"The times they are a-changin'" sang Bob Dylan in 1964. For the BIW team, this means repositioning and adapting corporate structures and processes in times of globalisation and digitisation. Because nothing is as constant as change.

For us, this also includes repositioning ourselves organisationally as an owner-managed medium-sized family business in the transition from the second to the third generation, which has grown up with digital media and technologies. Our goal is to remain competitive at the highest quality level, but also to be the most innovative and fastest supplier in the market – for you, our customers.

To a healthy and successful year 2019! As your reliable partner for cable protection systems, silicone profiles and silicone moulded parts, let us contribute to your company's success in times of turbulence on the raw material markets, economic uncertainty and increasing trade barriers.

Dr. Markus Wiethoff

Frank Miska

Ralf Stoffels

Thorsten Schwippert

Lutz Stoffels



## LAYING THE FOUNDATION STONE FOR CULTURAL CHANGE

### BIW HAS A NEW MANAGEMENT BOARD



From left to right: Dr. Markus Wiethoff, Thorsten Schwippert, Frank Miska, Lutz Stoffels, Ralf Stoffels

The social megatrends of globalisation and digitisation do not spare the family-run mid-tier, the supporting pillar of the German economy, either. The world is moving together more and more as it overcomes great distances in both the movement of people and goods, and feels like it is turning faster and faster. The internet creates the greatest possible transparency in a matter of seconds. But information technology does not make it any easier to recognise differences in product quality and to assess individual performance professionally.

BIW is also facing up to future challenges and increased demands on its growth path towards the future. With a new organisational structure, a host of creative ideas and a broader positioning – both in terms of personnel and locally – we are moving closer to the international markets and our customers and offering high-quality products and individual solutions to problems. This includes consulting and service as well as innovations

and further developments.

At the company's headquarters in Ennepetal, some 10,000 m<sup>2</sup> of new production areas are successively being equipped with plant investments in the current expansion phase. A new office floor with modern "open spaces" and a "co-working area" will also be opened in the coming weeks.

The "Research & Development" and "Prototyping" divisions will be combined in the expanded and redesigned "Innovation Centre". Our long-standing Managing Director Dr. Markus Wiethoff will take over as "Innovation" Director with a clear focus on new applications and the goal of shorter development cycles to series production ("Time to Market"). This also includes the use of new process technologies and the further development of application-orientated high-performance silicone compounds.

» READ MORE INSIDE

» CONTINUATION OF THE COVER FEATURE

Our management team will be strengthened by Frank Miska, Director of Operations since the beginning of the year, who, with his experience in the automotive manufacturing supplier industry, has taken on the task of optimising and automating series production processes using digital technologies.



Handover second to the third generation

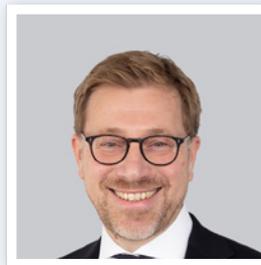
Thorsten Schwippert successfully took over as Commercial Director in the fourth quarter of 2018, with joint respon-

sibility for Sales. Spokesman of the Management Board, majority shareholder Lutz Stoffels, is already part of the third generation of the family, so that continuity and positive investment in the traditional family-run business will be ensured for a further generation. The transfer of tasks, company-specific know-how and responsibility began in January 2017 and can now be regarded as completed with the change at the top of the Group. Ralf Stoffels from the second generation will, of course, continue to be available as Managing Partner in an advisory capacity and will be responsible for the internationalisation of the Group, at the same time as doing his utmost as President of the South Westphalian Chamber of Industry and Commerce (SIHK) to play a decisive role in shaping and improving economic framework conditions.

This now sets the course for the future. Continuity in development, strong internal cohesion and short communication channels will continue to be the decisive guarantors of success. And this applies to our main plant in Ennepetal, as well as to our sites in Nieder-Olm, Breslau, Glogau and Kunshan (more on page 3), where BIW is taking further steps in terms of its "global footprint".

\_\_LUTZ STOFFELS

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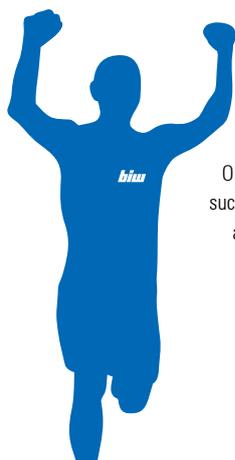
BIW WELCOMES NINE NEW APPRENTICES

On 1<sup>st</sup> August 2018, nine new apprentices started their future careers – two apprentices as process mechanics for plastics and rubber technology, two machine and plant operators, one mechatronics engineer, one industrial electrician and two industrial mechanics under Training Manager Thomas Perian, and one apprentice industrial clerk under Training Manager Daniela Lombardi. We welcome our new trainees and wish you every success.

We would also like to congratulate our former apprentices for the successful completion of your training.

\_\_ANJA LANGNER

*Laurant Sejdija, Emily Abraham, Giorgio Carone, Semi Bozkurt, Marco Savaglia, Leonie Rüggeberg, Daniela Lombardi, Lutz Stoffels, Thomas Perian, auf dem Foto fehlen: Ali Yavuz, Ibrahim Kazan, Bastian Alexius*



SCHWELMER CITY RUN

Our team – Phil Hamacher, Ute Jeschke, Siegfried Gmyrek and Nils Rupprath – successfully finished the 6<sup>th</sup> Schwelmer City Run. This is a very impressive result as the team came in third place. BIW would like to thank the runners for their successful participation and congratulate them warmly.

\_\_ANJA LANGNER



## INNOVATION IS PARAMOUNT AT BIW

### EVEN MORE TECHNICAL SERVICE FOR BIW CUSTOMERS WITH THE BIW INNOVATION CENTRE

BIW repositioned itself and focused on its technical expertise at the turn of the year. We have therefore merged our Development and Prototyping departments as the BIW Innovation Centre and are systematically developing the potential of the new organisation for even better and expanded service for our customers. This is, of course, only possible together with you. We would therefore invite you all to develop synergies together.

Imagine you need a product made of silicone and /or technical textiles. Of course you would think of BIW. But you don't just need a product that meets your specifications geometrically, physically, chemically and physiologically: you need a solution that meets the needs of both finishing and application, giving you the ability to automatically process the product

that meets your digitalisation or Industry 4.0 needs. What is more, you avoid the need for work processes and bought-in parts because BIW maps this breadth of in-house production and provides you with this additional added value, possibly as an assembly.

We want to confront precisely these increasingly complex requirements in an ever faster spinning world and prove our expertise to you in this respect as well. We want to comply with the standards more competently and quickly for you and with you, and take new technical challenges, innovative silicone compounds, new products and processes, the integration of new technologies and close cooperation with you to the next level. We will do so with even more consulting, in-house training courses, joint workshops, additional



technical information, such as analysis, data sheets or certificates, faster implementation of these technical solutions and, of course, partnership-based project work.

Challenge us – we look forward to it.  
BIW Innovation Centre – when it comes to competence.

\_\_DR. MARKUS WIETHOFF

## INTERNATIONALISATION – THE NEXT STEPS



BIW Kunshan

“Going International” is an enormous challenge for German SMEs in the manufacturing sector – in terms of finance, personnel, structure and organisation. Nevertheless, BIW is increasingly facing up to this challenge, because customers from large-scale industry, in particular, who have been operating globally for years, are increasingly demanding that their suppliers are local to them. The pioneer in this is the automotive industry, which prescribes “localisation” to ensure the “local content” frequently demanded by the state – as in the USA and China. BIW has now been operating for three years in the German Industrial Park in Kunshan under the umbrella of the Start-up Factory. This year, production capacities will be expanded in a separate new manufacturing unit together

with a partner company to quickly maximise the use of the very large production buildings usually provided by Chinese investors. The focus is thus on cable protection systems for the automotive and electrical industries, as well as for wind turbines and the railway industry, in line with the markets. Investment will be made in new production facilities, the expansion of the product range, which can be produced and offered locally, and maximising in-house production with the networking of all production steps in Kunshan in the Greater Shanghai area.

At the same time, Hans Jörg Oberberg is in charge of the exploratory phase for the “Americas” in the Business Development



division, although due to current economic policy and the shortage of skilled workers, no decision has yet been made on the location – USA or Mexico.

In Europe, BIW is also offering an ever-growing product range and breadth of in-house production with an increasing range of ready-made systems. A large number of these intermediate steps in the process chain have already been undertaken for some years at the Polish plant in Wrocław (Breslau), with the addition now of a second plant in Głogów (Glogau), enabling a faster and more flexible response to customer requests. The two sites in neighbouring Poland are playing an increasingly important role as subcontractors and the provision of 100 % manual final inspections. You will also continue to enjoy unique value for money in the market for high-quality, customised product solutions in cable protection systems based on technical textiles, silicone moulded parts (seals, hose bends, grommets) and silicone extruded components (profiles, hoses and fabric-reinforced hose systems).

\_\_LUTZ STOFFELS

# FUTURE DRIVES WITH SUSTAINABLE ECO-FRIENDLY INSULATING SLEEVES FROM BIW

## MODERN DRIVE CONCEPTS USE ALTERNATIVE ENERGY SOURCES AND PROTECT THE ENVIRONMENT

The BIW Isotex LSI-A range of insulating sleeves is designed precisely for this.

The hoses produced in current series production projects by leading OEMs are unquestionably impressing customers with the top quality they have come to expect from BIW. The high breakdown rating combined with excellent elasticity and flexibility of BIW Isotex LSI-A is also a key factor, especially in new projects with electric motor manufacturers.

The glass fibres are perfectly bonded by a special high-quality silicone, which results in optimum bonding and sealing of the textile base material.

Glass fibre dust is largely avoided by this modern BIW in-house developed process and ensures clean cutting edges when the hose is cut to length.

The systematic avoidance of environmentally hazardous solvents combined with very good media resistance in

particular make the BIW Isotex LSI-A a suitable insulation protection for a 'green' future.

Designed to withstand very high continuous temperatures of from -40 to +200 °C and short-term peaks of up to 250 °C, this series is suitable for practical use.

Its horizontal self-extinguishing and very good cut and abrasion resistance mean that the requirement profiles of electric motor manufacturers are also perfectly met.

The high level of customer interest also from cable assembly, sensor technology and other industrial sectors underlines the fact that the BIW development has succeeded in developing another very interesting and high-quality "Made in Germany" hose solution.

\_\_DIRK HOLSTEIN



### TRADE FAIR REVIEW

Three trade fairs – Innotrans, Fakuma, IZB – took place shortly after each other and even at the same time – not a problem for the BIW team. Whether in Berlin, Friedrichshafen or Wolfsburg: both our new prospective customers and our existing customers could be advised by trained teams of employees in situ. We would like to take this opportunity to thank all visitors who have shown us how important it is to be represented with a stand at these trade fairs.

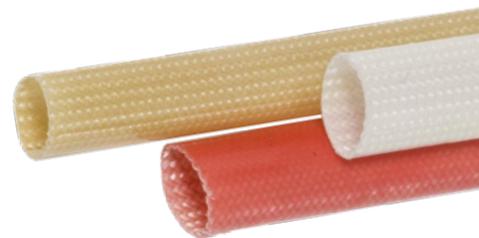
As can be seen from our trade fair participation, BIW has a diverse product range that can be used in almost all sectors and is constantly expanding.

Do you need support for a new or existing project? Talk to the experts! Our competent BIW team looks forward to the challenge.

\_\_ANJA LANGNER

### FAREWELL

After more than 20 long service years, BIW bids farewell to employee Sinasi Irmak at the age of 63. We thank him for his commitment and wish him all the best for the future and especially good health.



### THANK YOU TO OUR ANNIVERSARY

#### 20 YEARS BIW

Dieter Scollick, 01.11.1998  
Uwe Göbel, 01.01.1999



#### 30 YEARS BIW

Dirk Jablonski, 01.01.1989  
Karin Steinbrink, 16.01.1989



#### 25 YEARS BIW

Marco Franz, 01.12.1993



#### 40 YEARS BIW

Salvatore Scutece, 16.01.1979



### IMPRINT

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