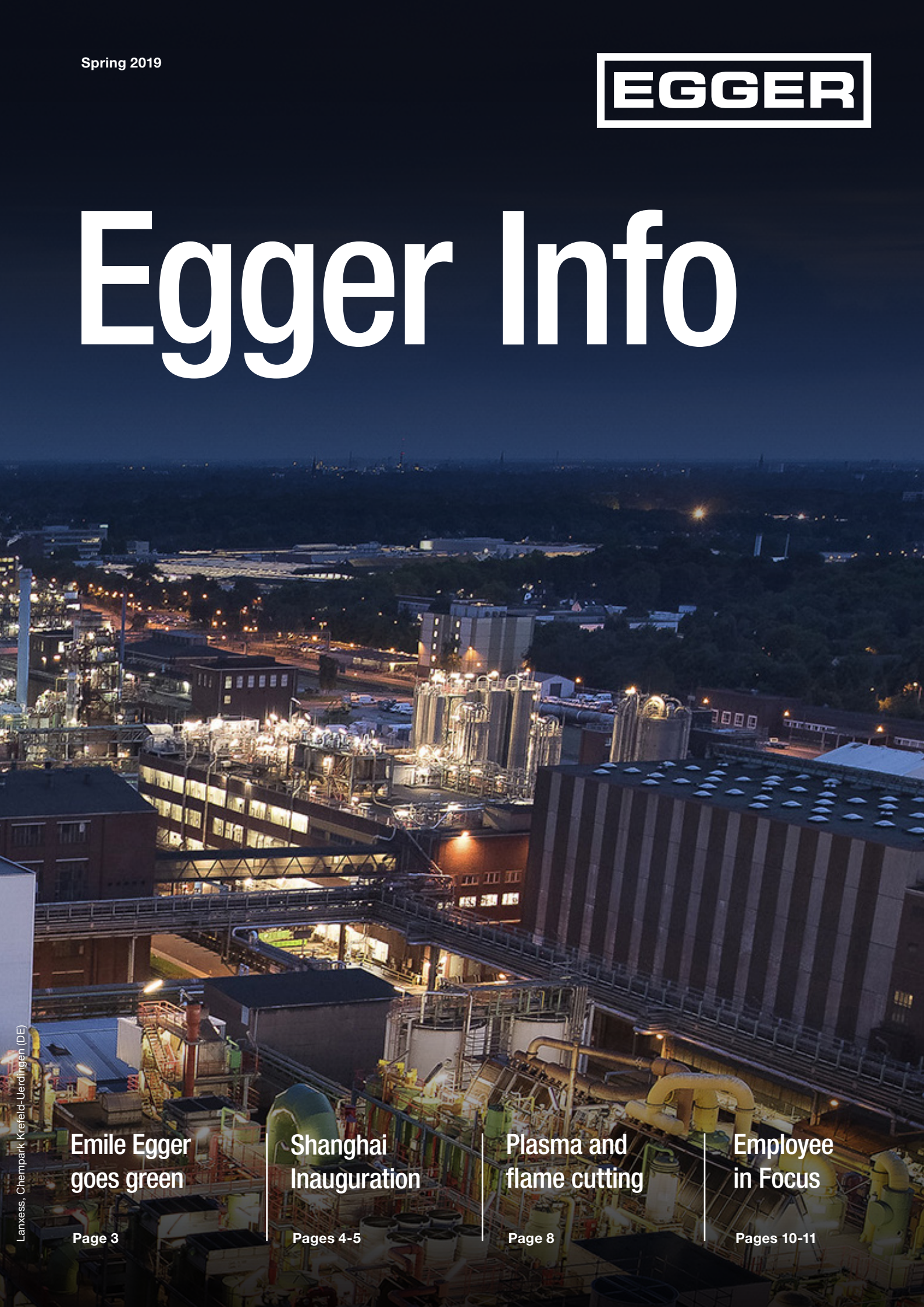


Egger Info



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Dear readers, 8 colored pages,
three languages, various sections...

Egger Info has just been launched! Here is our new magazine specifically dedicated to the life of our company. To share information about our organization, to present key roles in the success of our group, to highlight achievements. A better opportunity for communication with and between our colleagues.

We welcome you to participate in our voyage of discovery also to keep you updated with latest events or subjects of interest. On the production side, we will delve into some news topics and share our experts' knowledge with you. The Interview section will give the stage to two employees.

Behind Egger Info stands an editorial team that has the task of selecting articles, gathering your suggestions and finally putting them into shape, so that this magazine becomes an additional link between us all.

Browsing through a journal is always a fun and entertaining experience. Therefore, on behalf of Drafting Committee we wish you enjoy it and hope that you will like this new magazine as we are looking forward to your comments and suggestions.

Pva, BI



Cressier is hosting the sales meeting of the group



On 21st and 22nd January, the salespeople of all EGGER group subsidiaries have met in Cressier to exchange on markets, as well as take note of the strategy and recent organisational changes. The first day has been dedicated to financial topics, provisory results 2018, budget 2019, prices and margins. Different speakers discussed internal processes and presented a certain number of ongoing improvements. The second day was fully devoted to the market lines, their priorities, short and middle term objectives, product developments. Everybody had the opportunity to have fruitful exchanges with his colleagues

from other subsidiaries, and numerous smaller meetings took place parallel to the seminar. The local managers have now the responsibility to pass the information to their colleagues to ensure that everybody, from Switzerland to China and from Italy to the United States, share the same targets and values. Time was available for social and friendly exchanges, especially around a traditional Swiss fondue, which contributed to put everybody in a good mood for the duration of the meeting. In short, enough to feed the body and the mind, and a successful team building event.

Kr



BRIEF

New commissioning of our photovoltaic system

After damages caused by the fire of an overvoltage protection at our solar facility was re-commissioned early October. The complete electrical wiring was renewed and 4 photovoltaic modules had to be replaced.

Zü



DID YOU KNOW ?

FFKM is not FKM

These 2 materials are elastomers used for the manufacture of O-rings, i.e. O-Ring. FKM is a Fluorelastomer known as FPM or Viton. While the FFKM is a perfluoroelastomer well known under the trade names "KALREZ" (registered trademark of DuPont), "CHEMRAZ", "ISOLAST" or "KEDFLON". It does have better chemical resistance and permits higher temperature.

It should be noted that the purchase price of Perfluoroelastomer can be up to 100 times higher than a Fluorelastomer.

Zü

Impressum

Editorial team: Mélanie Pinheiro (Mp), Patricia Vanoli (Pva), Christine Vuille (Vu), Philippe Aubry (Au), Thomas Bleif (Bl), Francis Krähenbühl (Kr), Stephan Zürcher (Zü) **Collaboration:** Vreni Ravasio (Rv), Grégory Dind (Dn), Gianfranco Gonzato (Go), Johann Kempeneer (Ke), Henry Wang (Wa), Christian Antongiovanni (Ag) **Design and production:** Cornaz SA **Photos credit:** archives Egger, Vreni Ravasio (Rv), Christine Vuille (Vu), Grégory Dind (Dn), Francis Krähenbühl (Kr), Rubens Munaretto (Mu)



Emile Egger & Cie SA goes green

Emile Egger & Cie SA, headquartered in Cressier, Switzerland has switched to natural gas – the renowned brand with the green leaf.



New heating systems with improved energy efficiency have been in operation in our production halls and administrative buildings since December 2018. These systems are now connected to the Swiss natural gas grid and are no longer supplied with heating oil. Our paint shops as well as our fuel and plasma cutting machines will also use natural gas as their primary fuel from now on.

For us, this conversion provides a significant relief, because from now on fossil

energy will always be available, without us needing to deal with fuel storage or tank repair, let alone fuel supply and orders. The natural gas is transported by an underground pipeline from the industrial area of the Cressier refinery to our plant. For this purpose, we have been working together with our sales partner, the company Viteos SA from Neuchâtel.

From an ecological perspective, natural gas is particularly compelling, because we now emit 25 % less CO₂ with the same heating output than with heating oil. We also draw a distinction between heating gas and the gas used in our production processes. They are supplied at different pressures, which is why two internal gas distribution pipelines were installed: a low-pressure network and a high-pressure network. This allows us to determine the respective consumption quantities and energy costs.

Zü

JSW water treatment plant at DOLVI (India)

21 large submersible pumps, never produced before, are finally ready for shipment. The whole Turo Italia team is proud of this great new success.

The engineering company Sideridraulic System Spa is specialized in the construction of water treatment plants and operates mainly in the iron and steel market, as well as the municipal one.

Its customers are the main international players in this market, including Arcelor Mittal, Ternium, JSW, AJS, as well as a series of smaller national actors.

The fluid handling – charged or clean – is ensured almost entirely by submersible pumps, whose sizes can therefore vary greatly: the flow rates have a range of 10 to 3,200 m³/h while the installed power goes from 2.2 kW to 315 kW.

The standard configuration used by Sideridraulic System is a pump with cast iron hydraulics, coated with ceramic material. The HG 15.3 version we proposed is clearly considered acceptable, despite the standards set, from other pump-manufacturers.

The JSW project in India was strategic for us for several reasons: firstly, the destination of the end customer, which will make it possible to follow up directly from Egger India's colleagues with the future supply of spare parts; secondly the reference of submersible pumps (up to sizes EO 9.5-300 U4/315 and EO 10-400 U6/250) never produced so far by Egger.

The pumps will be started during the year, thus giving all Egger colleagues the opportunity to use this reference on our markets.

Ag





Egger Shanghai Inauguration December 11, 2018

Egger Shanghai was established and started in the year 2012 in order to serve for the increasing business in China. By several years of healthy and positive growth and development, we decided to own and set up our facility in Shanghai so to reinforce the presence and position of Egger Pumps in the area.



After several weeks of hard collaborations to the finishing work, Egger Shanghai received the new building exactly within the planned schedule. The following layout for the new facility is completed:

- First floor: Assembling hall
- Interlayer: Dining area
- Second floor: Storage area, Show room and Meeting room
- Third floor: Main office

At the end of 2018, December 11, 2018, we were very glad and proud to open and start a new page for Egger group in

China. The inauguration ceremony started at 10:10 am by the strong beating and resonance of gongs and drums (traditional Chinese percussion instruments). We had around 70 participants attending the ceremony, including Messrs. Grimm, Krähenbühl and Schouwey from Cressier, district major from Baoshan, numerous customers, suppliers and friends from different parts of the country.

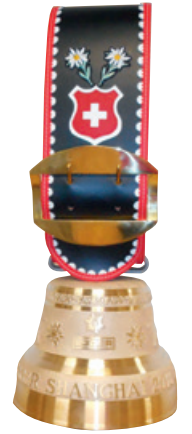
Performance by one pair of “Chinese dancing lion” excited all guests surrounding in the first floor.

In Chinese tradition, this is called “Fortune lions presenting good lucks”. Speeches from M^r Grimm, M^r Wang and M^r Krähenbühl carried best wishes for all guests and the company. Within the event, M^r Grimm and M^r Wang pulled and sounded the cowbell, as a precious gift from Cressier, to symbolize the successful cooperation and business for the future.

After the public speech, two tradition activities were prepared: dough figurine and paper cutting for the guests. These two activities were so popular and highly welcomed by our guests. All participants were so exciting and happy gathering together with us for this opening ceremony.

H. Wang





Standing on this new starting line with solid ground, Egger Shanghai is going to establish our substantial platform in China, with an Asian focus and global vision.



Double interview in the technical office

Cosimo Pepe, who has been with Egger SA for 42 years, and Marina Rochat who is 22 years old and has been with us for 2 years, both working in the technical office. Two generations who want to work to reconcile their juxtaposing professional visions.

Marina Rochat
Cosimo Pepe

1. For you, transformation goes hand in hand with...

Improvement, in particular through organisation, which results from reflecting.

It is the (experienced) transition from the 2D and then to today's 3D

5. Her/his best quality?

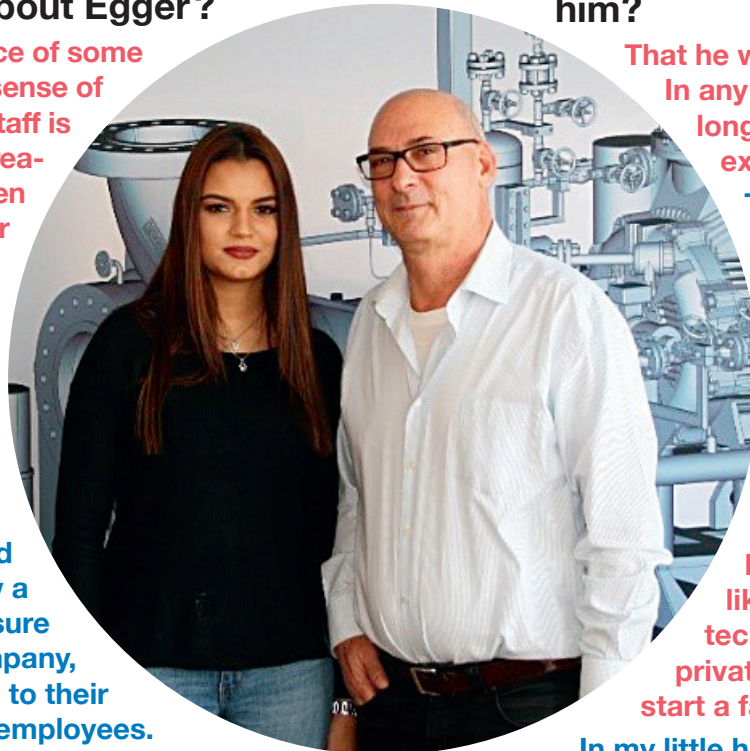
His communication and his open nature.

Her openness and generosity.

2. What do you particularly appreciate about Egger?

The age and experience of some colleagues provides a sense of security in our work. The staff is open and available, thus creating a connection between the generations. The older colleagues know that their expertise is being passed on and that the younger employees are learning from them and understanding what they are doing.

For me as a young employee, I appreciate working with M^r Jenzer S^r and M^r Walter Egger. They show a lot of appreciation and ensure the stability of the company, because they are very close to their employees.



6. What do you want for her/him?

That he wins the lottery (laughs)! In any case, a wonderful and long retirement, full of experiences.

That she stays the way she is. She naturally draws empathy from others, without asking for it.

7. Where do you see yourself in 10 years?

Professionally I would like to develop my technical skills and privately I would like to start a family.

In my little house, 50 metres away from the sea. My daughters live in Switzerland and in Italy. I have to weigh the pros and cons.

3. What do you do to relax?

I do sports.

I play the card game Jass with my friends, collect mushrooms and study them; I enjoy nature, sometimes more and sometimes less.

4. What do you appreciate about your colleague?

His generosity, he likes to pass on his knowledge, his openness is a true quality.

The excellent relationships that she maintains with all her colleagues and her desire to learn.

8. What makes you jealous of him/her?

His knowledge

Her youth!



Interview with two future retirees

Jean-Luc Decombes, modeller, who has been with Emile Egger & Cie SA for 48 years, and Michel Comte, CNC operator, who has been with Emile Egger & Cie SA for 43 years, provide us with some insights and highlights of their career.



Jean-Luc Decombes was born in Cressier, where he still lives, and has been working with us since he was 15. He got to know Egger through his brother, who had already worked there, and began his training as a modeller, which he completed as the first young adult in the canton of Neuchâtel. He was then given the opportunity to work at Egger, where it was essential to be proficient in making casting models. Jean-Luc Decombes is convinced that, even today, it is still important to preserve this expertise within the company. He emphasises that is also vital to have good processing skills at the same time, especially in the field of milling. In addition, in Switzerland the modeller-training programme also includes polymechanic training in the first two years.

Jean-Luc Decombes has always worked in modelling, although he has also shown an interest in masonry at certain times. Moreover, when asked if he sometimes

wanted to work in another department during his career, he responded with humour that he would have liked to become a director, but that his proficiency in German would have prevented him from becoming CEO.

Jean-Luc Decombes had two supervisors in the first two years, and then became head of modelling himself in 2001. During a period of 15 years, which he describes as «wonderful». He was tasked with producing the models for the new TURO and EO pump range.

His retirement, which is planned for 2020, does not frighten him, because he owns vineyards and a small wine cellar. He is very active in his community and volunteers his time performing social work. He would like his retirement to start gradually and not suddenly, so that the people around him who are not as busy as he is, are not confronted with his boredom overnight. The best moments of his life were the birth of his children, then his grandson, who is now two years old, soon followed by a second grandson, who also fills him with joy. His involvement in the Cressier musical band is a passion that he has been cultivating for many years. He harvests vines and cellars wine every year at his one-hectare vineyard – another activity to which he plans on devoting more time during his retirement. Moreover, to stay in shape, he goes skiing, cycling and hiking.

Michel Comte's passion for mechanics and the fact that he had always lived in Cressier naturally led him to Egger 43 years ago. He began with four years of training as a precision mechanic, under the supervision of his trainer M^r Antoniazzi, who taught him his vast knowledge of mechanics. He was not so enthusiastic about a short phase he spent studying electronics. Michel Comte stayed with Egger to pursue his profession on CNC turning machines, especially in 1980 on the first OKUMA machine – a job that always provided him with a great source of motivation.

Michel Comte has always worked in the factory. In the past, he worked under the supervision of M^r Lobsiger and M^r Leutwiller, and then under the supervision of two other team leaders who still work here today: his current supervisors M^r Dind and M^r Schüpbach.

With the introduction of the two-shift system in the CNC sector, Michel Comte became team leader from 1992 to 2000. His advice to today's and future polymechanic trainees is not to neglect anything during their training in order to keep the best career opportunities open in the field of mechanics. Industry 4.0 does not scare him, because he expects that parts will still have to be produced manually. The retirement? He is not thinking about that yet, but he is calmly waiting for it. He admits, however, that he has a weakness for chocolate and sweets.

Interviewed by Vu



New machine for plasma and flame cutting

In 2018 in Cressier, we purchased a new machine for machining sheet metal, more specifically for plasma and flame cutting, which is equipped with a drilling spindle.

This new machine offers great possibilities. Thanks to its equipment, various tasks such as drilling, thread cutting, engraving and 2D/3D cutting, for



instance, can be performed within one operating process. To improve productivity, it is also equipped with a tool changer offering 10 different tools.

Plasma cutting is a thermal fusion cutting process. In this process, the temperatures increase to 20,000°C and the plasma jet reaches the speed of sound. This enables steel with a thickness of up

to 80 mm to be cut, as well as materials with lower thicknesses such as stainless steel and aluminium, etc. Flame cutting is carried out by means of local and continuous burning in which temperatures of up to 1,300°C are reached. Plates with a thickness of up to 200 mm can be cut, albeit only steel plates.

Plasma uses natural gas, which is less toxic and hazardous than the propane used to operate the previous machine. Less CO₂ is released in this process. Conversely, flame cutting is carried out with a mixture of oxygen and acetylene gas. A smoke extractor has been installed to remove the harmful gases.

The machine has a base area of 13x10 metres and weighs 15 tonnes. The workbench measures 4x3 metres, the maximum for the workpieces. Three vibrating belts beneath the machine remove slag.

M^r Mesquita and M^r Auderset have completed their training on the machine and will be tasked with «taming» the metalworking shop's new «monster» in the future.

Dn



Training customers

In the beginning of 2018, and again in March 2019 Inventflow, a Dutch company specialized in the food industry received an all-day training on the advantages of Egger pumps and the typical application where our pumps are used. Thanks to this support Inventflow now has the arguments and technical elements in hands allowing them to highlight with their contacts the specificities of our pumps.

Inventflow has been working with Egger for years and 2019 seems to become a positive year. The next step is to standardize our pump program to increase our efficiency even more.

Ke



DID YOU KNOW?

GCS Subscriptions

Did you know that Egger Cressier proposes customer dedicated subscriptions to our Swiss customers?

There is a choice between three types of subscription contracts, with **Base**, **Gold** and **Premium** Support. You can benefit from 24h/24h support, which includes a telephone support and an on-site intervention in case of a damage, subject you are on Premium support. In order to prevent major damages, as well as to control the usage of a pump, our technicians do annual or biannual visits to Egger customers. In some circumstances and depending on the usage, those visits can be extended to every two years visits. Up to the customer, in collaboration with the technician to define how often pump need to be inspected. Customers owning more than one pump and that would like to include the additional ones to their existing subscription plan, can benefit from a price reduction on those pumps. Our Customer Service Department can advise on available services, prices and special conditions. In case additional information is needed, please feel to contact our Global Customer Service department directly via E-Mail at service@eggerpumps.com.

Mp, Pv

Our company values

The values of a company are the principles on which it makes business and strategic decisions. They reflect management's vision, enabling them to set goals, make the right decisions every day, and position themselves in the marketplace while distinguishing itself from competition. Clear values also aim to attract and retain customers who share the same values. However, company values are not only for its business, but also for its employees. Inside the company, they contribute to build the corporate culture.

Here are the five values we want to promote, internally as well as towards our commercial partners.

Respect

Mutual respect is one of the foundations of social peace and interpersonal relationships, not only within a company, but also within the family and in the society in general. Respect is also the way to treat the company's business partners, customers and suppliers.

Commitment

This is a voluntarist attitude meaning that a person will involve herself with responsibility in an action or a project. Everyone can contribute to the development of the company and design its future. We encourage any initiative in this direction.

Collaboration

Like commitment, collaboration is a state of mind that consists of working together on projects, files and ideas. Alone, nobody goes very far, either in terms of innovation, performance or problem solving. Collaboration also includes the notion of mutual aid between people, departments, subsidiaries, with our customers and suppliers.



Quality

Emile Egger's reputation has been built on the quality of products that precisely meet specific customers' needs. The quality of the product is simply a reflection of the work quality of each employee, regardless of position or responsibility. Everyone must strive for excellence in his tasks, not tolerating any negligence or laxity.

Satisfaction

Employee satisfaction is one of management's concerns. We spend 40 years of our life in our workplace, and therefore no one should live disappointment, fears or unhealthy atmospheres there. We value everyone's physical and mental health and make sure that every employee will find a sense in its occupation. Constant training and personal development will also contribute to happiness at work.

The satisfaction of our customers is also, of course, essential for the sustainability of the company. Everything must be undertaken so that they find in Emile Egger a competent partner who keeps to his commitments.

These five values reflect the spirit in which we wish to build, together, the future of our company. While a clear mission, vision and strategy are necessary, the values that frame them are just as essential. We chose professional values (quality, customer satisfaction), relational values (respect, collaboration), a societal value (employee satisfaction) and a moral value (commitment). They will guide our choices and design the corporate culture for years to come.

Kr





WELCOME...



Mr Giuseppe Silvestro
● 06.03.2019
Mannheim
Mechanic



Mr Cvijan Miljic
● 01.03.2019
Wangen
Service Technician
Switzerland



Mr Gérald Belot
● 01.03.2019
Cressier
Conventional Turner



Mr Jorge Costa
● 19.02.2019
Cressier
Industrial Painter



Mr Matthias Wistrach
● 11.02.2019
Mannheim
Technical purchasing and
spares offers



Mr Diego Villar
● 01.02.2019
Cressier
Mechanical Engineer BT



Mrs Hanna Gasiorowska
● 01.12.2018
Mannheim
Commercial department



Mr Roberto Tatone
● 01.12.2018
Cressier
Quality Controller



Mr Guido Hoffmann
● 01.11.2018
Schwedt
Mechanic



Mr Ilir Aliji
● 01.11.2018
Cressier
Designer



Mr Jérémy Theubet
● 01.11.2018
Cressier
Project Engineer



Mr Patrick Vanotti
● 01.11.2018
Cressier
Customer Service Mana-
ger, GCS



M. David Wermeille
 • 01.10.2018
 Cressier
 Designer



M. Guillaume Zbinden
 • 18.09.2018
 Cressier
 Planer



Mrs. Sandrine Meier Schmid
 • 01.09.2018
 Cressier
 IT Business Analyst



M. Hugo Aires
 • 01.09.2018
 Cressier
 Turner CN



M. Gianfranco Moretto
 • 20.08.2018
 Cressier
 Apprentice production mechanics



M. Cyrille Villemin
 • 01.08.2018
 France
 Market Manager 2, 3 & 4 North East France



Mrs. Claudia Rohr
 • 01.04.2018
 Mannheim
 Project assistant Sales



CONGRATULATIONS

Jubilees

01.10.2018 – 01.04.2019

Egger Cressier

Robert Hosselet
 30 Years
 01.11.2018

Michel Grimm
 30 Years
 01.02.2019

Manuel Valverde
 30 Years
 01.01.2019

Bienvenida Arigliano
 20 Years
 01.11.2018

Claudio Nadalin
 20 Years
 01.04.2019

Isabelle Staetzler
 20 Jahre
 01.01.2019

Paulo Rodrigues
 20 Years
 21.01.2019

Reto Steiner
 10 Years
 13.01.2019



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