

Company

The challenging search for skilled employees

Vibrant corporate culture and word-of-mouth help ARKU.

Baden-Baden, Germany – Machinery manufacturers have come to regard the shortage of skilled employees as a major risk. According to the latest VDMA (Machinery and Equipment Manufacturers Association) survey, 98 percent of the companies stated that they lacked staff. That is why this is also a focal issue at ARKU. This challenge has to be tackled with the necessary attention.

“Considering that everyone is talking about the shortage of skilled workers,

of our services for customers. Mainly, because ARKU intends to continue its growth. In addition, the company is also facing a generational change to a certain extent: A number of employees have reached or will soon reach retirement age. Young professionals are moving up the ranks. To find these qualified employees, the HR team relies on two channels, in particular, „Word-of-mouth and recruiting via social media platforms. Both work well.” Schmid reports.

can be filled more quickly than others. “Some qualifications are rare on the market such as software development or automation. However, we can find new staff for the commercial fields fast and efficiently,” says Schmid.

Every year, skilled workers also move up from ARKU’s own training and dual study programs. The company from Baden-Baden actively promotes its employees to fill vacant positions through further qualification. “By doing

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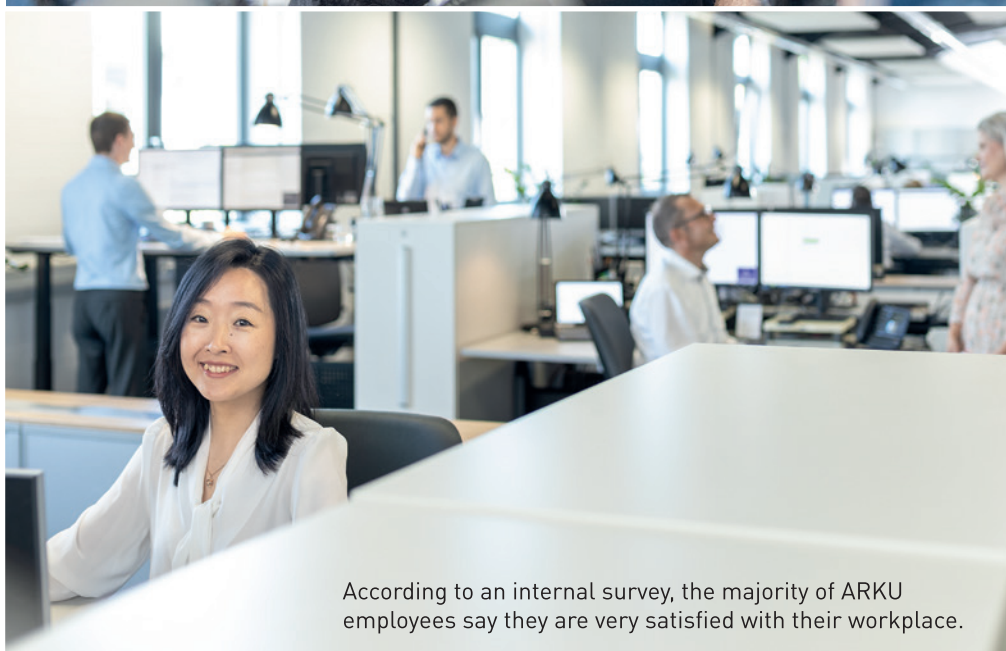
Stuttgart sets the benchmark

How will the industrial economy in Germany and the world develop? Can we expect an upturn again soon? These questions move our industry and we hope to have clear answers after Blechexpo in Stuttgart, Germany.

Over the course of the year, metal forming machines performed significantly better with regard to incoming orders than the average for the mechanical engineering sector. Accordingly, the decline in new orders up until the end of August only amounted to 3% (nominal) and this with an ongoing high order volume. We hope that our conversations with numerous customers at Blechexpo will confirm that we can remain confident.

We do not simply rely on economic development. Instead, we consistently work to improve our ARKU business cycle through our innovations. This trade fair will focus on parts handling. We are looking forward to your visit!

Albert Reiss
Chairman of the Executive Board



According to an internal survey, the majority of ARKU employees say they are very satisfied with their workplace.

we still manage to fill the vacancies quite well,” explains Natalie Schmid, Head of Human Resources at ARKU. Doing so demands care and diligence: Finding the right people is essential for ensuring that we maintain the high standard

Employee recruiting & further qualification

Work at ARKU demands a wide range of qualifications and some positions

ARKU has numerous exciting tasks to offer clever minds.

this, we are counteracting the shortage of skilled workers to some extent,” Schmid explains. The employees have confirmed the company’s efforts: In an internal survey with the “Great Place To Work” consultancy, the vast majority stated that they are offered training and support for their professional development. 80% of the workforce participated in the survey.

ARKU has pursued this approach for some time: “We think about what will be in five years. This enables us to prepare the employees specifically for the tasks that the future holds,” explains the Head of Human Resources. At the same time, this visionary thinking also attracts creative minds. “This enables

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us to attract new employees and retain the existing workforce over the long term," says Schmid. She has observed that corporate culture is at least as important as salary for the young generation, starting with apprentices and students. The internal survey confirms the HR director's viewpoint: 98% of employees value fairness at ARKU regardless of gender, sexual orientation or origin. This outstanding result is significantly

98%

98% of the employees value fairness at ARKU. Source: ARKU survey in 2023 together with "Great Place To Work".

above the average for comparable companies. 89% of the workforce regards both the work equipment as well as the good working environment (building and furnishings) as positive. Precisely this positive corporate culture also in-



Always on the lookout for skilled employees: ARKU's human resources department. Natalie Schmid, Head of Human Resources (middle), HR Officers Petra Müller, Sabrina Fütterer, Franziska Goldbach and Stefanie Schäfer (from left to right).

fluences the applicants. In addition, the customers benefit from this dynamic: A clear majority of employees are willing to put in extra effort to get the job done. It is also very important for them to reconcile corporate and their own interest under one roof. Especially for the young

generation. ARKU offers numerous working models to meet this need. "The culture of our organization as a family business helps us to react more flexibly than large corporations," says Schmid. Sustainability and health also play an important role. This is reflected

in ARKU's attractive options such as the Health Day 2023. Since healthy employees are the key to fulfilling our customers' wishes.

More about careers at ARKU: www.arku.com/careers

Leveling & deburring

Greater precision creates new orders

NIRONIT fulfils more stringent customer requirements with the FlatMaster® and EdgeBreaker®.

Rosengarten, Germany - NIRONIT Edelstahl GmbH & Co. KG started out as a trading company. Today, the company in Rosengarten near Hamburg now offers far more: it mills, straightens, deburrs, and rounds blanks and can even provide surface finishing. "We have standard products but we are especially strong when it comes to niche products. For example, we stock an extensive range of stainless steel grades," explains Alexander Ruf, Site Director at NIRONIT's cutting center in Bremen. In 2022, the company management determined which systems were missing. These included a leveler, a deburring machine and a laser cutting

machine. The laser cutting machine has already been ordered and is scheduled for delivery in 2024. The cutting

center is already equipped with ARKU's FlatMaster® 120 and an EdgeBreaker® 6000. "Our quality standards prohibit

Since purchasing the FlatMaster®, NIRONIT has already begun receiving numerous new framework orders.

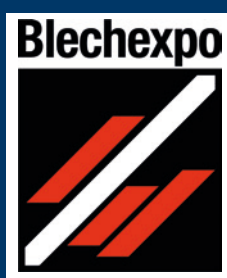


Not level yet: Alexander Ruf (left), Site Director at NIRONIT in Bremen, and Peter Eiswirt, Head of Sales for leveling and deburring machines at ARKU, examine the deformation of the part prior to leveling with the FlatMaster® 120.

warped parts and parts with burrs from being delivered to the customer," explains Ruf. These workpieces can have impressive dimensions. The ARKU leveler in Bremen has handled sheets with a length of 6,000 millimeters and a width of 2,000 millimeters.

"Many customers want perfect finished parts so that their company has less work during downstream processes," says Ruf.

www.nironit.de/en



Hall 1
Booth 1001

Deburring. Leveling. Coil lines.

Experience impressive live demos at our exhibition booth 1001 in hall 1. Discover the benefits that ARKU's tailored leveling and deburring technologies offer for your production. Our experts would be happy to advise you. Simply scan the QR code to arrange an appointment and request your free ticket. We look forward to seeing you!



Coil lines

Accuracy increasingly important for roll forming

BITO has trusted in ARKU coil lines for more than 30 years.

Meisenheim, Germany - With more than 1,000 employees, turnover exceeding 300 million Euros, and 178 years of experience, BITO-Lagertechnik Bittmann GmbH is one of Europe's market leaders in storage technology. The company processes sheet metal from coils when producing various racking system parts, in particular cross beams and supports. This requires coil lines

which are connected to BITO's deep-drawing press or roll forming line.

"ARKU is our equipment supplier when it comes to sophisticated, high-quality systems," explains Günter Knecht, Head of Equipment Design at BITO. Because the quality of the leveling equipment is also reflected in the quality of the end product. "Automated systems in

particular now demand levels of accuracy that definitely challenge our capabilities," says Knecht.

Moreover, Knecht has had good experience with ARKU's reliability. This is

why coil lines from Baden-Baden are installed on BITO's most important production lines.

"BITO has had a business relationship with ARKU for more than 30 years



To ensure optimal quality at the end of the day, the equipment has to work perfectly right from the outset. Johannes Decker (left), Coil Line Sales at ARKU, and Günter Knecht, Head of Equipment Design at BITO, both agree.

and the partnership has been going smoothly ever since," sums up Knecht and explains: "ARKU is always our first contact when it comes to coil lines and leveling."

www.bitto.com

One thing is clear: With all of these coils, BITO is definitely hard at work. The ARKU coil line (left in the picture) has to prove its reliability working three shifts and with good capacity utilization.

Deburring

"Every customer wants deburred blanks"

EdgeBreaker® 6000 replaces wet deburring and strengthens market position.

Grevenmacher, Luxembourg - In the beginning, only a small number of customers insisted on deburring at TMS Metall- und Stahlbau S.A. (TMS). However, using the EdgeBreaker® 6000 from ARKU, the sheet metal specialist has succeeded in convincing more and more customers of the benefits of deburring.

TMS is a family business offering light metal and façade elements, steel construction and fire protection elements to customers in the architectural sector. The company's mechanical engineering division manufactures special parts and industrial series parts for clients in a diverse range of industries, including medical technology.

This particular industry began requesting increasing numbers of deburred blanks, as raw edges can cause injuries and hygiene problems. To meet the increasing demand, TMS decided to purchase a new deburring machine and ultimately chose the EdgeBreaker® 6000.

One major advantage of this machine turned out to be its ability to deburr and round even 0.6 millimeter thin blanks. In addition, the EdgeBreaker® has also proven easier to operate and maintain when compared to the old wet deburring machine. "The deburring machine has enabled us to significantly improve our process stability and product quality. This has also boosted overall customer satisfaction," says TMS Co-Managing Director, Jürgen Decker.

www.tms.lu



The EdgeBreaker® 6000 vastly simplifies deburring – to the satisfaction of TMS employees Michael Lorig and Justin Gruber (from left).



TMS supplied sheet metal parts for the architecture of the "Stade de Luxembourg" national stadium

Follow us!

Keep up to date about current topics in leveling and deburring on our social media channels:



ARKU



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YouTube

@ARKUtube

ARKU online shop: Spare and wear parts available 24/7

Find precisely the right spare and wear parts: www.shop.arku.com

You can order new deburring blocks, disc brushes, rotary brushes or belts and fleeces around the clock. Naturally, personal advice is also available from Claudio Baroni (claudio.baroni@arku.com).

Contract leveling & contract deburring

Professional and fast to the perfect sheet

Contract work for sheet metal and blanks made of all materials.

Baden-Baden, Germany - ARKU Maschinenbau has now been offering contract leveling for 15 years and contract deburring for 10 years. Yet this business area started out small: "At the beginning, the department did not even have its own machinery. Instead, it leveled sheet metal parts on customer machines," reports Alexander Enke, the Application

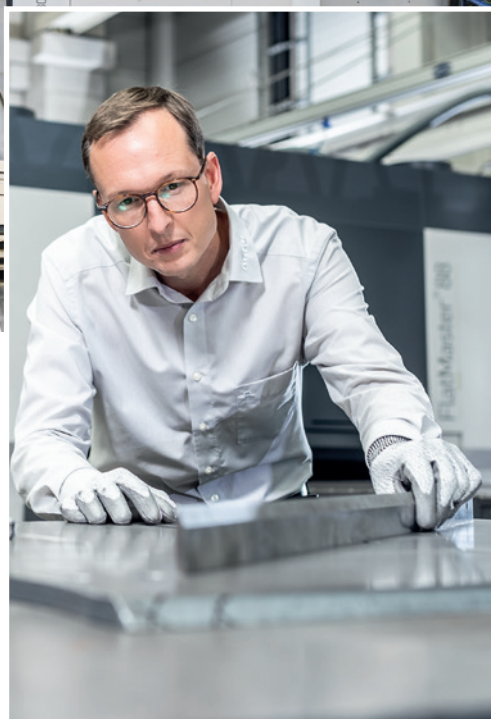
The contract customers now come from every conceivable industry and also from great distances: The radius extends more than 500 km, including northern and eastern Germany, northern Italy, Austria, Switzerland and Alsace. "Customers choose us because our contract leveling and deburring is a unique combination," says Enke. When



At our leveling and deburring center in Baden-Baden, we level and deburr parts and plates which are up to 2 meters wide and 50 mm thick.

Engineer and Sales Manager responsible for the leveling and deburring center.

Enke took on the management role in 2011, at that time with two employees. "We have always looked for ways to solve even difficult customer jobs," he explains. The success proves him right: Ten employees are now permanently assigned to the leveling and deburring center. Additional colleagues are drawn from other departments when numerous orders come in and the leveling and deburring center has to work multiple shifts. The range of machines has grown steadily and all of the machines are state-of-the-art. In addition to jobs for external customers, the leveling and deburring center also carries out trials for potential customers. "These trials often run parallel to the contract work. Contract orders with large quantities are handled during the late shift and night shift," explains Enke.



Alexander Enke, Application Engineer and Sales Manager for the leveling and deburring center, takes a close look at the final result after leveling.

customers are satisfied with the services, they often ultimately purchase ARKU machines.



Start your inquiry about contract work right now by simply scanning the code.

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All clear ahead for rescue dogs

Bühl, Germany - Rescue dogs are indispensable for tracking down people in need of rescue. That is why the dog squad belonging to the Bühl-Achern District Association of the German Red Cross (DRK) practices on a regular basis. To

Baden-Baden came to put the site back in order: ARKU's 16 trainees and dual students set out on their journey together with Training Manager, Chris Schottmüller and the management team.



ARKU's trainees tackled the task of tidying up the training grounds of the rescue dog team of the DRK district association Bühl-Achern. This was accomplished together with the management team as well as Michael Piske (Gartenbau Piske) and Matthias Kistner (DRK).

support their activities, the city of Bühl has provided a 4,000 m² site, where the squad will also celebrate its 50th anniversary. The association maintains the grounds itself. However, the work had accumulated as a consequence of the ban for public gatherings during the Covid-19 pandemic. Helpers from

"We are pleased that we can also help in Bühl, where our new factory is located," explains Schottmüller. "We are not only supporting the rescue dog team with our efforts. This project also brings us together as a team in different ways and strengthens our solidarity."

Summer festival with many new faces

Baden-Baden, Germany - The summer festival at ARKU has a long tradition - yet for many employees,

tended the summer celebration. Albert Reiss, Chairman of the Executive Board, took the opportunity to



Honors at the summer festival: Albert Reiss, Chairman of the Board of Management (2nd from right) and Dr. Jochen Kappler, Managing Director (3rd from left), enjoy the time together with (from left): Regina Faltin, Dandan Wei, Michael Müller, Gerald Khim and Sieglinde Törner-Kulda.

2023 was the first time they had the opportunity to take part. With music and good humor, the summer festival was a great opportunity to make new contacts and deepen contacts with colleagues outside the working environment. Since the ARKU summer festival is a celebration for the whole family, the different atmosphere was truly noticeable with many more children.

Many long-time employees also at-honor several employees celebrating their company anniversaries and to thank them for their loyalty. Michael Müller has been with the Baden-Baden-based machine manufacturer for 25 years now. The 56-year-old works as a Design Engineer and Project Manager in the technical division. Gerald Khim has also worked at ARKU since 1998. He started out as an Electrical Engineer in automation and now works in Product Development.

Many long-time employees also at-