



Materials as a passion!

Mission Statement

Business activities

Listemann AG is an international active, industrially oriented service provider for thermal process and materials technology.

Our main areas of activities we find within demanding applications , where

- our services significantly strengthen the competitiveness of our customers
- refined products result in remarkable productivity increase
- technological leadership dominates cost leadership

Trade and production of own components we do not exclude if attractiveness is proved and they fit to our core business.

We do not actively search for applications in the military area. Customer inquiries will be discussed by the extended management board and acceptance assessed in terms of ethical values individually.

Core competencies

Our core competencies are processes being performed at high temperatures in vacuum or protective gas atmosphere.

Core competencies and services in detail are:

- Brazing in vacuum and protective gas atmosphere
- Heat treatment in vacuum or protective gas atmosphere, incl. gas nitriding and nitrocarburizing
- Debinding and sintering of metal injection moulded parts (MIM)
- Thermal spraying (APS)
- Electron beam welding
- Materials and process engineering

Supporting functions are:

- Research and development
- Consulting and training

Employees

Our strategy will be implemented by material specialists and a qualified production staff under attractive and safe working conditions.

All members of the extended management board have passed a qualified, scientific-technical education being supplemented by business knowledge. The way of acting is characterized by engineering based pragmatism.

An open communication and mutual respect we value as a precondition of collaboration. Status symbols and hierarchy is not important for us.

We appreciate that our staff is composed of female and male employees with a multinational and intercultural background.

We expect from all employees, independent from function and position, an above average willingness and a high degree of identification with the company and its goals.

As a compensation *Listemann AG* offers a company culture where constructive criticism is desired, individual and professional development is promoted and performance is acknowledged and fairly paid .

Customers

We aim for being the leading service provider in Europe for thermal processing.

This claim for leadership we define more by above-average competence and motivation and less by enterprise size.

Customer value its technical and economical realization has highest priority.

Our customers have to be enthusiastically about us. This proven and practiced enthusiasm is our decisive competitive advantage.

Cooperation with our customers we consider as a partnership for common problem solving. Therefore engineering as integral part of our service is of great importance.

Suppliers

Our suppliers are important business partners.

We cooperate with the best suppliers in their specific field of business.

Fair trading conditions we acknowledge with loyalty and in-time payment.

We make every effort to prove excellence by delivery and quality agreements.

Quality

Our customers judgement is the reference for the quality level of our services and products.

Not only hardware, even inquiries, quotations, complaints, agreed dates and our appearance have to meet the expectations of our business partners.

Each quality risk has to be reported and eliminated.

We consider agreement of quality objectives, learning from mistakes, controlling of achievement and continuous quality improvement as some of the most important leadership tools.

Safety

Save and healthy working conditions have highest priority to ensure employees health, immunity of the general management from criminal prosecution and consequently the companies existence.

A clean, well organized field of work is basis for qualitative outstanding performance.

Each observed safety risk has to be reported and eliminated. All supervisors have an exemplary function and have to make all employees aware of taking responsibility for themselves and for the entire enterprise.

Agreement on safety targets, implementation of required measures and controlling achievement are important leadership tools to ensure continuous improvement of job safety and health care.

Social environment

We take over responsibility outside of the enterprise and consider *Listemann AG* as a co-designer of our social environment.

Environmental protection as well as thrifty usage of resources and energy is a natural course of action and are in the responsibility of every employee.

We maintain an open and constructive relationship to local and regional authorities.

We are searching close contact to universities, research institutions and companies to promote exchange of ideas .

We commit ourselves to competition and fairness against our competitors.

Financial independence from banks and foreign investors is a substantial precondition to realize our visions and to achieve our targets.