

**HUMAN, CREATIVE,
COMMITTED.**



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CORPORATE PRINCIPLES



OUR CORPORATE PRINCIPLES

Engineering Your Success – for over 90 years, we have considered ourselves not only a first-class machine and plant supplier, but a success-enhancing accelerator for our customers. Our company principles summarize what we have lived day by day since 1925. On the other hand, these principles set a high standard to which we want to be measured every day.

Each of us individually and all of us together are committed to this corporate mission, which forms the basis of everything we do inside and outside the company.

We aim to fulfill this commitment each and every day – to ensure our mutual success.

Hans-Jörg Vollert





WHO WE ARE

WHO WE ARE

We are a family business with a corporate culture based on reliable values, sustainable business practices, and respectful interactions with one another. Our partners, managing directors, executive staff, and employees are dedicated to furthering the interests and stated objectives of the company both in good times and bad times.

Our customers and their success is what drives us

We understand our customers' needs and challenges, we speak their language, and develop solutions in close collaboration and in dialogue with them. We accelerate the success of our customers – Engineering Your Success! We put emphasis on an excellent price/performance ratio, high-quality standards and first-class project handling.



Regional roots, global player

We behave in a socially responsible manner, have a sense of tradition, and appreciate our roots. Yet we feel at home in the world. Being in geographic proximity to our customers is important to us. We always comply with all applicable laws and respect other cultures. We take the legitimate interests of third parties seriously.



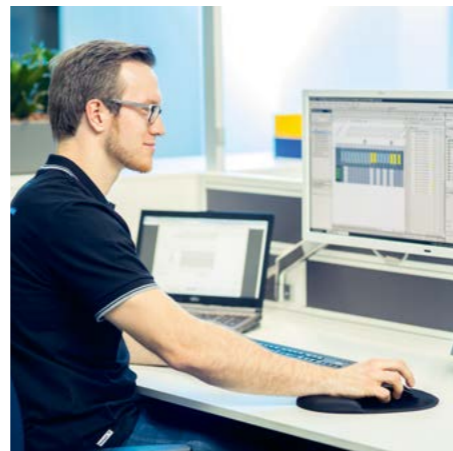


HOW WE DEFINE OURSELVES

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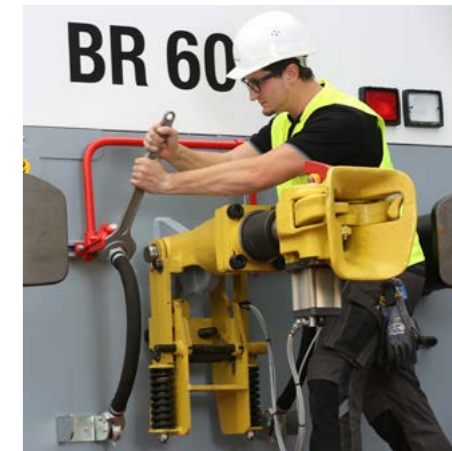
We act responsibly and committed throughout the entire value chain. In addition, we are always active in dialogue with our customers. We promote innovation by appreciating employees' ideas and giving feedback on how we deal with these ideas. Furthermore, we are open to suggestions and changes and create acceptance for change.

Each of our employees represents our business when interacting with others inside and outside the company. Every employee assumes responsibility for his or her own actions. We expect our employees to meet the same standards of excellence that we set for the entire company and our products.



We treat each other with mutual respect, fairness, and trust. We provide an open corporate culture with flat organizational structures and short decision-making processes. At our company, we do not tolerate any discrimination based on sex, age, religion, nationality, or any other personal characteristic. We respect the diversity of our employees and encourage their personal development.

Our executive staff view themselves as role models and consider leadership an important part of their job. Senior managers do not ask their employees to do anything they would not be willing to do themselves. We honor our employees for outstanding performance.



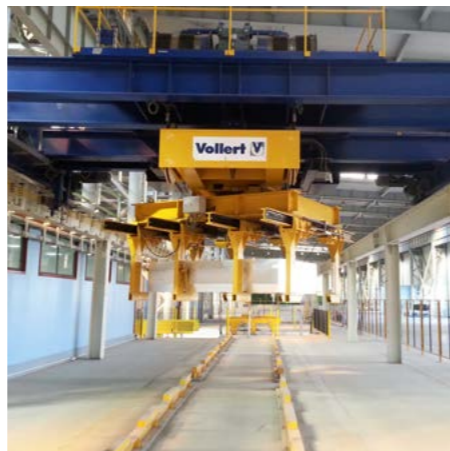


WHAT WE DO

WHAT WE DO

We have professional expertise, we are creative, and we are always searching for solutions that offer our customers added value. In doing this, we think outside the box and understand the consequences of our actions. We always see challenges as opportunities that we want to employ. In doing so, we recognize risks at an early stage and take measures to ensure that they remain manageable.

In our markets, we strive towards technology and innovation leadership. Our organization and strategy is so agile that we are constantly developing alongside our markets and customers. In addition, we want to remain economically independent and generate the necessary profits. We achieve sustainable growth on our own.



The protection and safety of people and the environment and all associated measures are an integral part of our daily work. This is the only way to ensure that future generations will also have a resilient environment and stable growth.

The cooperative relationships we have with our suppliers are based on fairness and trust. We only work with suppliers that meet the same top-quality standards that we have in place for ourselves.



Vollert Anlagenbau GmbH

Stadtseestr. 12
74189 Weinsberg | Germany
Phone: +49 7134 52 0
Fax: +49 7134 52 203
info@vollert.de
www.vollert.de

Vollert India Private Limited

Sikandrabad | India
info@vollert.in

Vollert do Brasil Ltda.

Belo Horizonte | Brazil
info@vollert.com.br

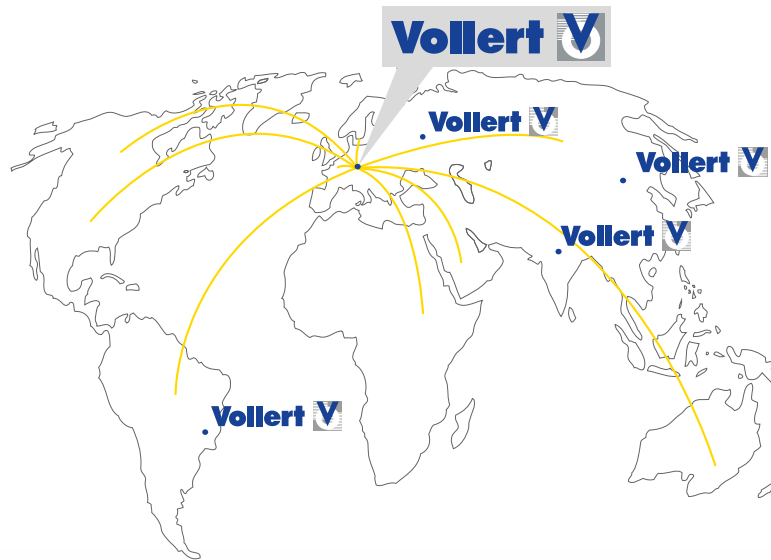
Vollert Commercial (Beijing) Limited

Beijing | China
info@vollert.com.cn

Vollert RU LLC.

Moskow | Russia
info@vollert.ru

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www.vollert.de