

SCHNELLECKE

2022.2

Insights into the Schnellecke Group

SUPERWOMEN
In IT, an essential department consists only of women



ON THE DOT AT THE PRODUCTION LINE
A visit to Schnellecke in Poland



Daedalus is a figure in Greek mythology. He was a brilliant inventor, technician, builder and artist. Daedalus and his son Icarus were once imprisoned on Crete. Using feathers from birds and wax from candles, Daedalus made wings for himself and his son and flew away with him. But Icarus soared too high and came too close to the sun. The wax that held the wings together melted and he fell into the sea, which is therefore called the Icarian Sea.

Source: Wikipedia, translated from the German original,
Photo: Johann Christoph Sysang (1703-1757),
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Solar Impulse was an airplane project by the Swissmen Bertrand Piccard and André Borschberg and the name of the two solar airplanes built. In 2012, three years after the first flight in Switzerland, the Solar Impulse HB-SIA aircraft made the first intercontinental flight of a solar powered aircraft. From 2015, a round-the-world flight took place in several stages with the HB-SIB, the second model built. On July 26, 2016, it ended successfully with the landing in Abu Dhabi.

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Dear Readers,

One of our ten strategic thrusts is “Diversification of Revenue Streams”, which we will present to you in this issue. By winning an Airbus project, we are now one step closer to achieving this goal. The Airbus project is unusual in other respects as well – as you will learn on the following pages.

For almost 25 years, Schnellecke has been active in Poland. We now work in and around Poznan at four sites and have grown continuously over the years. In this issue, we would like to introduce you to what exactly we do there.

The first Schnellecke site outside Wolfsburg was established in Glauchau thirty years ago. This marked the beginning of a phase of rapid expansion. We now operate sites in four cities in Saxony. On the occasion of the anniversary celebration, we are taking a look back at the time when it all began.

Women at Schnellecke is a topic that has come into sharper focus over the past year. Even though there is still work to be done in this regard, there are also many positive examples, as our article about the SAP Finance Customizing department staffed only by women will show.

I hope you enjoy reading this issue.

Sincerely yours,

Nikolaus Külps
CEO Schnellecke SE





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At Airbus Buxtehude, Schnellecke ensures a large part of the company's internal logistics



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THE SUPERWOMEN

SAP Finance customising is firmly in women's hands



at Schnellecke. “That’s why the medium of the employee magazine has also been revived.”

This time, the impetus for it came from below, from Leipzig. “The magazine was born out of the need to improve internal communication because a lot of information wasn’t getting through to employees,” reports Ingo Bach, who manages the sites in Saxony. “But it’s not just about information; the magazine also addresses critical issues, because otherwise it wouldn’t be taken seriously by colleagues.”

“Team Sachsen” has now developed from a publication just for the Leipzig site into a medium for all of Saxony, including Glauchau and Dresden. “There is a section for everyone and a ‘local section’ for each of the different sites,” explains Hannah Kummerow, one of the two communications officers in Saxony. “While we tend to communicate short-term topics in the employee app, for example shift schedule changes or reminders about daycare subsidies, we cover more long-term topics in a

bit more detail in the magazine.”

Employees have responded well to the magazine, which they also read. This is also due to the strong local focus, as Bach points out: “What interests employees are stories about people and things they know. Without the local focus, acceptance would drop significantly.”

Video studio completed

The next step in internal communications has recently begun. With the help of Schnellecke Real Estate, a former meeting room in Wolfsburg has been converted into a video studio. Anyone who enters it leaves the world of functional office space behind and finds themselves in a kind of living room furnished with a sofa, armchairs and decorative shelves. The walls are a warm shade of green, and the heavy curtains are an elegant gray. “We have extensively soundproofed the room and also darkened it to achieve optimal lighting,” explains Marcel Schoon.

There are cameras, professional studio lights, and even a teleprompter all on tripods in one corner. It is possible to film using several cameras. The control room mixing console allows for real-time mixing of up to four camera signals, so that live streams are also possible.

In the future, videos and podcasts on current topics relating to the company will be recorded here and then made available to employees via the app.

All of these activities are part of a strategy that focuses on global harmonization and standardization of all relevant communication tools, as Schoon emphasizes: “There are a large number of tools that all have to mesh seamlessly. These range from master data to the monitor in the break area in the production hall. There’s still a lot of work ahead of us.”

ny, we have the highest use, followed by Europe. In the U.S. and Mexico, there is still a lot of communication via other messenger services, so we have to keep pushing the switch to our app. Like anything new, it always takes a while for it to be adopted.”

Renaissance of the employee magazine

However, there are also employees in Germany who do not want to or cannot use the app. This has led to a rethink regarding printed information. “At the moment, digital-only communication cannot yet completely replace the printed word,” says Sina Opalla, who is the editor and coordinator for social media and the news section of the app



A worker in a green shirt and orange safety vest is working on a large, white, multi-part plastic mold in a factory. The mold is mounted on a green frame with wheels. The worker is wearing white gloves and is focused on the task. In the background, there are large white storage containers with the 'IDEAL' logo. The scene is brightly lit with overhead industrial lights.

**“WE SELL
QUALITY TO OUR
CUSTOMERS”**



SCHNELLECKE HAS BEEN WORKING FOR VOLKSWAGEN AND OTHER CUSTOMERS IN POLAND FOR NEARLY 25 YEARS – A VISIT TO POZNAN



Schnellecke has been active in Poland at a number of sites for almost a quarter of a century. The center of this activity is Poznań, a young, lively city halfway between Berlin and Warsaw, which is worth a visit not only because of Schnellecke.

A mild autumn sun under a bright blue sky – and a seemingly never-ending traffic jam – greet us as we enter the city limits. That's because Poznań's old town is a major construction site in the autumn of 2022. Huge trenches gape around Stary Rynek, the central square in the heart of the city. The sewage system is being renewed here, and visitors only have an unobstructed view of the upper floors and gables of the colorful Renaissance houses that line the Old Market.

But we are not here to explore the city – we want to visit the Schnellecke sites around Poznań, of which there are several. The following morning, we head east along the arterial road, past the cathedral towers on Cathedral Island and the terminus of the tramway, until another tower appears in front of us, emblazoned with a large VW logo.

This is VW's headquarters. Here, on May 19, 1993, The Volkswagen Corporation and the Polish state-owned company FSR Polmo founded the Volkswagen Poznań Sp. z o.o. joint venture, which quickly became the second pillar of Volkswagen Commercial Vehicles in Europe.





When construction of the VW Caddy began, the site was no longer sufficient. VW therefore built a component plant in Swarzędz, today's Plant 4, with a body shop, supplier park, and two assembly buildings. The foundry is plant 3; plant 2 was the former special vehicle assembly plant and is now the plant in Września.

Manual labor
in the body shop

We meet the Managing Director of Poland, Ronald Meyer, in front of the Schnellecke Polska administration building, just a few streets away from Plant 1. It is an inconspicuous, narrow building in a small industrial park from which the VW tower is clearly visible. From there, we follow him in our car for a few kilometers to Plant 4. Before we are allowed into the body shop, we have to put on protective goggles and clothing, then we go to the first welding line.

There is a long row of welding robots in the center, which are supervised by VW employees; to the right and left of them are the work stations for which Schnellecke is responsible. Department head Jakub Sikorski points to an employee who is currently inserting the

pieces to be processed into a clamp and closing it by hand. "Not every welded construction is suitable for robots, and it's easier for a human to reach certain points. So to meet cycle times, VW has opted for hand welding of individual points. And we do that."

After the clamp is closed, the employee drags in the heavy welding tongs weighing fifty-kilograms and sets the required spot welds. At another station, studs are welded. The robots could do that, too, but there was no more room for studs in VW's robots, so Schnellecke now does it by hand with the stud gun.

After processing by Schnellecke, the parts then go back to the main line of the body shop, where the robots get to work on them again. The robots, by the way, are also serviced by Schnellecke, as Sikorski explains. "Our job is, among other things, to readjust robots, for example, if the welds are changed. But we also take on maintenance tasks."

Extremely low turnover

We move on to the next area. Rock music echoes through the hall from somewhere but can't really drown out the sound of the machines. Every now and then a cyclist whizzes by, and bicycles are parked in many places for quick trav-

el from one part of the plant to another.

In the assembly hall, suspension strut and front axle pre-assemblies for the Caddy, among other vehicles, are assembled. The parts needed for this are brought by Schnellecke from the warehouse to the assembly line, and the finished components are then driven to Plant 1. The special vehicle assembly where VW carries out special assemblies is located in a fenced-in hall area.

We leave the pre-assembly area and walk across the yard to the next building, past rows of finished yellow and dark red Caddies waiting to be transported away. These are the special versions ("VW Individual") manufactured for companies such as the German Postal Service or Miele. Meanwhile, Meyer explains to us the differences in employee philosophy between Schnellecke and its competitors.

"Our teams manage themselves, and the shift supervisors only intervene if something is not going right. Of course, this means that the team leaders have to take on more responsibility. They are the ones responsible for doing the job. For the shift leaders, in turn, it means that they have to redefine their work to some extent. That's something some of the employees we took over from the previous service provider

*Schnellecke
turns 13
basic variants
into 32.*



Ronald Meyer



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struggled with at first, but now they're realizing that it also opens up new opportunities for them."

One of the successes of this philosophy is the extremely low employee turnover, which is less than three percent. That is changing, however, because of temporary workers.

Difficult labor market

The topic of personnel is currently playing a major role. The labor market around Poznan is empty, and new projects can no longer be managed exclusively with Polish workers. For the most recently awarded assembly logistics project in Plant 1, Schnellecke therefore employs over fifty percent temporary workers, mostly non-Poles, and often Ukrainians who have come to Poland because of the war with Russia. However, there are many activities where it takes up to three months of training before the employees are up to speed and can deliver the required work quality. There are therefore certain areas in which temporary workers are generally not used by Schnellecke. "We sell quality to our customers," Meyer emphasizes. "And there is no compromise on that."

We enter the cockpit assembly area. Here, Schnellecke is responsible for the entire logistics up to the assembly line and also transports the finished cockpits to Plant 1. All around the line we see the kitting bins at the appropriate positions. Three of the ten trucks that shuttle the seven kilometers between Plant 1 and Plant 4 on behalf of Schnellecke exclusively transport cockpits, first in the basic configuration from Plant 1 to here and then, fully equipped, back to Plant 1.

The kitting bins are picked by Schnellecke using a green list from VW. The challenge: The slip of

paper contains only number/letter combinations. The order pickers at Schnellecke must therefore know by heart what they represent in order to achieve the required speed.

High roofs in the CLIP

The CLIP industrial park is located directly opposite VW Plant 4. Here, Schnellecke has rented a building in which various sub-tasks are handled. As soon as you enter, you notice the JIT racks with the high roofs stacked along one wall. The roofs are delivered to Schnellecke by a Danish manufacturer and reloaded in sequential order. The sequenced high roofs do not go to either of the neighboring plants 1 or 4, but to Września, about forty kilometers away.

One station further, molded headliners are processed on behalf of Grupo Antolin; among other

"With us, the teams regulate themselves."

things, they are made ready for the installation of the roof vent. Here, Schnellecke turns 13 basic variants into 32. Some headliners are delivered pre-punched, others have to be additionally punched.

This is done in an automatic punching machine. Next to it there is a robot station for gluing, where parts are pressed onto the headliner in a sandwich process. Then Schnellecke realized that the adhesive needed time to set. So an unplanned intermediate step had to be intro-

duced, in which the molded headliners are hung to dry before they go into the JIT racks.

Any additional handling of the headliner naturally entails the risk of contamination or even damage. Initially, there were frequent complaints from the customer, until the team came up with the idea of automatically documenting the drying process with a high-resolution camera that takes a photo of the JIT container every two seconds. "This allowed us to prove that the headliners were spotless when they left our warehouse," says Meyer. "Since then, the number of complaints has dropped to zero."

We head to the third station in the building, where rear side trim panels for the Caddy are sequenced. There are a total of five variants of these, which are sequenced for assembly by Schnellecke. Then we set off for our last appointment of the day: a visit to Września.

Supplier park and automated small parts warehouse

The VW Crafter has been produced at the Września plant since October 2016. The investment costs amounted to more than 800 million euros, as the factory was built completely from the ground up on a greenfield site. The plant area, which includes the body shop, paint shop, assembly hall, special vehicle assembly and the supplier park, totals 220 hectares, which is equivalent to about three hundred soccer fields.

The huge building is just under a kilometer long – and unusually quiet. The reason quickly becomes apparent: Volkswagen is currently conducting quality training for the employees. They have gathered every few hundred meters and are listening to the trainers.





SCHNELLECKE IN POLAND

The history of Schnellecke in Poland began on February 05, 1999 with the founding of Schnellecke Polska Sp. z o.o. in Polkowice. Volkswagen Motor Polska has been operating a diesel engine plant here since 1998, for which Schnellecke took over the logistics operations. After the parts are delivered by rail and the rail cars are unloaded, the material is received and stored and then made available just-in-time in production. In the beginning, the company employed just ten people, but this number quickly increased to 125. The company's workforce grew in proportion to the capacity expansion of its customer Volkswagen.

In 2007, a second site was added in Poznan, which, with around 250 employees, was more than twice as large as the site in Polkowice. The scope of the contract included various pre-assemblies, welded assemblies and the application of transport protection for VW commercial vehicles produced here.

A lot has happened since then. Volkswagen has developed rapidly, and Schnellecke has also benefited from this growth. A new contract for production supply in Plant 1 was won a few months ago, for which 600 new employees have been hired. A total of 1,300 people currently work for Schnellecke in Poland.

We walk past the idle assembly lines and into the supplier center. The supplier park is managed by Schnellecke on behalf of the suppliers. It is part of a huge hall separated by a fence.

Cable harnesses, floor coverings, air conditioning units, mirrors and other components are stacked everywhere. Molded headliners are also sequenced here, but are first processed with a waterjet. For this, the molded headliner is placed in a blasting chamber where water at a pressure of 2,000 bar is injected into the openings provided in the headliner.

In addition to sequencing, minor maintenance is also carried out here on behalf of the suppliers. There is a special team for this purpose, which is also responsible for the automated small parts warehouse.

Through the unheated hall, where the trucks are unloaded, we go to the other end of the hall to the automated small parts warehouse (ASPW). It has a capacity of 65,000 containers and was taken over from the previous service provider. As if controlled by magic, the stacker cranes push their way through

the narrow rows and transport the containers to a sorter, where they are directly assigned to the appropriate tugger trains that take them to the production line.

Our tour is nearing its end. We walk back along the line through the assembly hall to the exit. Here, the entire production line supply is ensured by Schnellecke, from tires to the last screw. Around 600 employees guarantee this.

We drive back to Poznan, full of impressions about the variety of tasks performed by Schnellecke.



A SHORT STROLL THROUGH POZNAN

Poznan is a lively Central European city with 540,000 inhabitants. It is the capital of the Polish voivodeship of Wielkopolska. Nearly a dozen universities, a number of important trade fairs, and a picturesque old town make Poznan a popular destination. Just a few hours' drive from Berlin and Warsaw, the city is easy to reach – and has enough to offer for a few days of exploration.

Poznan was the capital of the province of Poznan in Prussian times – and this is still clearly visible in the townscape. An entire district was designed around 1900 by the German city planner Joseph Stübben. The impressive Wilhelminian buildings were home to public institutions such as the post office, a museum, an academy and the opera house. The crowning glory is the former imperial residence palace, which was built especially for Kaiser Wilhelm II, but he stayed there only twice for a few days. Today the palace serves as a space for exhibitions and events and houses the “Zamek” cultural center.

There are also a large number of Wilhelminian residential buildings, which results in fascinating contrasts. There are streets with Gründerzeit buildings on one side and real socialist prefabricated buildings on the other. And just a few minutes' walk away, the visitor finds himself in the historic old town full of centuries old buildings.

The center of the old town is Stary Rynek, the old market square and historic town hall. It is surrounded by restaurants, pubs and cafes. In the side streets and alleys there are jazz clubs and galleries, as well as small stores, and quite unexpectedly you can come across surprises such as a ballet house with a magnificent courtyard or a church that you only notice when you are standing almost in front of it.

Next to the town hall is perhaps Poznan's most famous sight: a picture-perfect, colorful row of town houses. Originally called “herring shops”, they housed merchants who operated fish, candle, torch and salt stalls in their arcades.

This is where people enjoy going for strolls when the weather is nice. Poznan is a prosperous town in comparison to other Polish towns. The many banks and businesses are proof of this, as are the industrial companies that have settled here, such as Volkswagen or the bus manufacturer Solaris.

But Poznan also has a lot to offer outside the old town. For example, Jeżyce, a fashionable neighborhood to the west of the city center, which has developed into a veritable trendy district in recent years. And for those who prefer a more tranquil setting – immediately northeast of the center of Poznan lies Ostrów Tumski, or Cathedral Island, the island on which Poznan was founded. According to legend, three brothers who had not seen each other for a long time met again on the island and named it ‘Poznac’ in commemoration, borrowing from the Polish word ‘to meet’. The first cathedral of Poznan was built here in the second half of the 10th century.



**SCHNELLECKE
IS ON BOARD**





AT AIRBUS BUXTEHUDE, SCHNELLECKE
ENSURES A LARGE PART OF
THE COMPANY'S INTERNAL LOGISTICS



Whoever gets onto an airplane in the next few years, whether Airbus or from another manufacturer, will also indirectly come into contact with Schnellecke. Because at the Airbus plant in Buxtehude, Schnellecke is largely responsible for the internal logistics for electronic cabin systems. A visit to the town where the hedgehog outwitted the hare.

Buxtehude is a small, rather tranquil town in Lower Saxony on the outskirts of Hamburg that is a popular tourist destination. People stroll through the pretty old town, spend time in the many small stores, or sit on the edge of the narrow canal, here called the Fleth, and wonder how the people of Buxtehude managed to get a large sailing ship there.

The people of Buxtehude are proud of their resourcefulness. After all, it is said that the hedgehog beat the hare in the race here, as the well-known German fairy tale has it. No wonder, then, that there are statues and pictures of the hedgehog all over the city.

Just outside the city center, we come across another form of resourcefulness: technical and logistical intelligence. This is where Airbus maintains its smallest site in Germany, spread over several rather inconspicuous buildings with a small pond and green area in the middle. Around 350 employees develop and produce electronic cabin systems here for all Airbus models and, through the subsidiary KID Systeme, for other aircraft manufacturers as well.

Markus Schneider, head of the Buxtehude business unit, welcomes us wearing a white lab coat. While he leads

us along the long path to his office, we meet other employees from Schnellecke and Airbus, also dressed all in white. We almost have the impression that we are in a hospital, where doctors are on rounds non-stop, and not in an industrial company. The silence also contributes to this – no forklifts, no loud production machines. After all, this is not a classic industrial production facility. The main products are electronic

components and circuit boards, some of which are printed and assembled by robots, others by hand.

Access only without electrostatic charge

Hence the lab coats and other protective precautions. Almost the entire building is an ESD area. ESD stands for





*One has the
impression of being
in a clinic.*





electrostatic discharge, i.e. voltage breakdowns caused by potential differences. These can cause damage to electrical components. That's why we are also given special white anti-ESD lab coats and have to put on plastic overshoes, to which a tape is attached that we tuck into our socks for skin contact.

Thus equipped, Schneider leads us to a tester. We step onto a footplate, not unlike a scale, and must press our finger on a metal plate on the wall. A green light then indicates whether we are voltage neutral. "Our employees also wear an ESD wristband," Schneider explains. "They have to plug that in additionally for the check before the shift starts."

After passing the ESD check, we walk through the long rows of paternosters – ceiling-high automatic storage cabinets that hold thousands of small load carriers, each containing electronic components. There are other storage areas for pallets and, for larger containers, rooms with shelving and more paternosters. Items that are not requested as frequently are stored further away. For example, Airbus keeps

spare parts for 25 years; they are not needed on a daily or weekly basis.

Double auditing

Schneider himself is the quality manager at Schnellecke Modul GmbH, but he has also taken over the management of the Buxtehude site in addition. The reason: At Airbus, the quality requirements are incredibly high. "Airbus is audited four times a year by the German Federal Aviation Authority, and that affects us as well. In the run-up to our launch in October 2022, we went through a release audit by Airbus, which was supervised by the Federal Aviation Authority. That means they audited Airbus to see if they were auditing us properly."

The project phase already included a great many quality issues, and it was here that Schnellecke was able to impress. After all, safety is the top priority for Airbus. The specifications are correspondingly strict.



At Airbus, things work differently than in the automotive industry.





We can also observe this during our walk through the production: The area for testing and quality inspection has almost the same dimensions as the circuit board assembly line.

“Quality takes precedence over speed and quantity here,” Schneider emphasizes. “However, that doesn’t mean we take it easy.” That’s because Schnellecke is responsible for almost all logistics processes at the plant. This includes receiving inspected components from Airbus for storage, retrieving and transporting them to production, picking up the finished modules and transporting them for certification, then packaging, storing, and retrieving them when they are called off, and handing them over to shipping. In addition, there is inventory with stock accountability, as well as milk runs with trolleys every two hours.

The start was made easier for Schnellecke by the fact that nine of the eleven employees could be taken over from the predecessor. “Many of them are highly qualified specialists,” Schneider emphasizes. “We have several aircraft mechanics, a structural mechanic and other skilled trades.” And they know exactly what needs

to be done – because at Airbus, some things work differently than in the automotive industry.

Many individual processes

Only about seventy percent of the processes are standardized. “The standard process is: we pick the items for tomorrow today and supply production with them,” says Schneider. “We supply the repair shop every two hours, but also sometimes out of turn if a part is urgently needed. We then have half an hour for such critical parts. These orders are sometimes passed on by Post-It note or verbally. And then there’s AOG.”

AOG, or Aircraft on Ground, means that an aircraft is grounded. Airbus is committed to delivering the spare part within four hours. Therefore, there is an on-call service at night and on weekends, and in case of AOG, Schnellecke employees also have to come to the plant and take the necessary components out of storage.

“We have about 5,000 inventory transactions a month,” Schneider reports. “That may not seem like a

lot, but that can include packing a container, for example, which takes three hours, or counting chips, which can take a working day. That’s primarily about accuracy, not so much about speed.”

We also don’t encounter anyone in the warehouse who only picks, as we know it from other industries. In some cases, employees handle the entire process, right down to the booking procedure. Schneider: “There are so many individual processes here, there’s a lot of knowledge behind them. Breaking that down into individual process steps is not easy.”

Our tour of the production facility takes us repeatedly past stations to which trolleys from Schnellecke are delivered or picked up again. The employees cover considerable distances in the process; 20,000 steps a day or even more are not unusual, as Schneider reports.

That is not easy, as we also felt after our extended tour. He convinced us that everything possible is being done at Airbus to ensure that we can fly safely. And Schnellecke also makes a small contribution to this.





A photograph of two men in a meeting. The man in the foreground is wearing glasses and a dark polo shirt with a logo, gesturing with his hand. The man in the background is also wearing glasses and a dark polo shirt, looking towards the first man. The background is slightly blurred, showing what appears to be a modern office or meeting space.

“WE CREATE THE TECHNICAL
CONDITIONS SO THAT ALL
ADMINISTRATIVE DEPARTMENTS
CAN WORK IN THE BEST
POSSIBLE WAY”

THE IT ADMINISTRATIVE COMPETENCE CENTER
OPTIMIZES ADMINISTRATIVE PROCESSES AND
PROVIDES SUPPORT FOR USERS

Even though the SAP Finance system is the main task of the IT Administrative Competence Center, a number of very different individual tasks surround it.

“We are responsible for the technical template management for SAP Finance and all add-on solutions and ensure the extensive use of standards,” says Adrien Matern, Head of the Corporate IT Administrative Competence Center (CCA). **“The basis for this is the responsibility to make sure everything runs smoothly.”**

This not only means maintaining the software, but also includes further development. “We continuously optimize and also introduce innovations to better support processes,” adds Matern. “Our SAP system has many supplementary programs around it. For example, there’s a system for audit-proof archiving of documents, a system

for invoice and purchase order approval, a consolidation system for the consolidated financial statements, and much more. We also support these.”

Development of new solutions

In the last few years, we have converted all companies of Schnellecke Logistics to SAP, with the exception of South Africa. However, this does not mean that SAP is installed once and then everything is up and running. “Every now and then we find a bug in the system that we



“We continuously optimise and also introduce innovations to better support processes.”

have to fix,” Matern reports. “And we get inquiries almost daily about how we can better adapt the system to a department’s processes.”

A detailed concept is then first drawn up on the desired changes. This is then checked by the CCA under various aspects: Is the change possible? Does it adversely affect other processes? How high is the expenditure? Does the change make sense? Only after these questions have been answered satisfactorily is a technical concept created, approved using a workflow, and then implemented. This involves not only optimizations, but time and again completely new and innovative solutions to support the processes.

Five employees at the CCA are involved in this further development; the other half is responsible for the smooth functioning of the system and the connected components. The CCA also assists the IT specialists at the sites. This is because the IT Service Desk (see article below) is affiliated with the CCA as well.

Managing external service providers

The topic of hardware is also managed by the CCA, but without any particular resources of its own. “We have outsourced all of that,” explains Matern. “We manage the service providers and conduct regular service reviews, but otherwise we have nothing to do with the hardware. For new personnel, we just create the user and define the software for their computer; hardware delivery and installation are handled by our Workplace Management through an external service provider.”

The biggest task facing CCA is already casting its shadow. SAP has announced that it will discontinue maintenance for the actual ERP system in 2027, and all customers will have to switch to S/4HANA. “We have already started to develop a strategy on how we can best manage the transition,” Matern explains. “This topic will then concern us more and more in the coming years.”



THE IT SERVICE DESK IS THE FIRST POINT OF CONTACT AT SCHNELLECKE FOR ALL TECHNICAL AND APPLICATION PROBLEMS.

“WE CREATE SOLUTIONS”



Anyone who deals with IT as a user will sooner or later inevitably encounter a problem that he or she cannot fix. This is not a problem at Schnellecke: All it takes is one ticket (via the Self-Service Portal) to the IT Service Desk.

“We are the single point of contact for all IT-related issues,” says Marko Lutz, Head of the IT Service Desk Team. “It doesn’t matter whether it’s about hardware or software.”

The philosophy by which the five-person Service Desk Team operates is simple: no Schnellecke employee should have to worry about who is the right contact person for a problem. The Service Desk takes

care of it and forwards the request to the appropriate experts.

Tickets from all over Europe

For the past year, the Service Desk has been receiving tickets from all over Europe. “This gives us an overview of what problems are occurring elsewhere,” explains

Lutz. “We provide direct assistance, despite language barriers, and analyze and evaluate all incoming tickets to automate recurring requests and problems.”

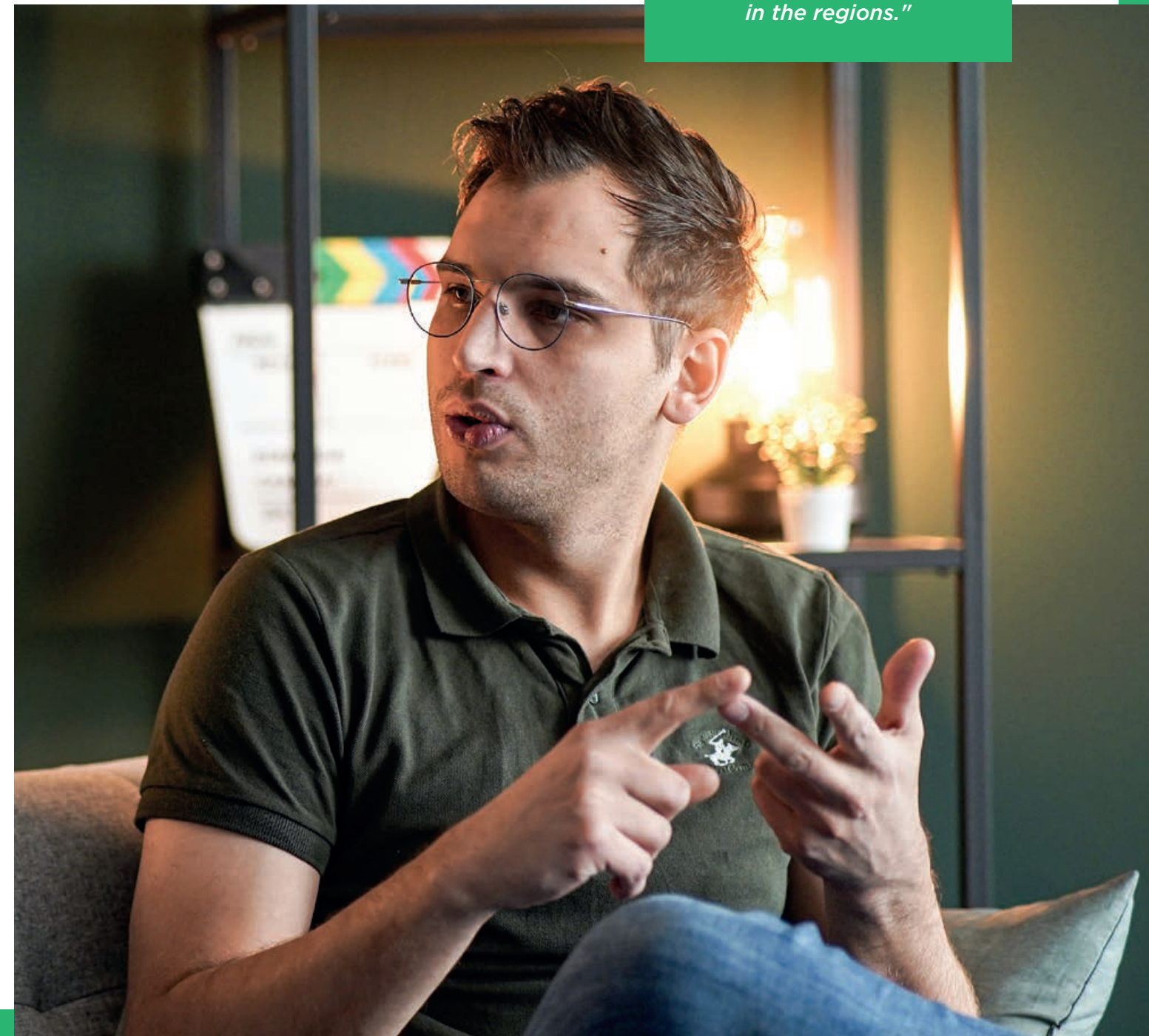
The goal is to avoid and eliminate recurring errors and to optimize everything so that certain errors do not occur again. “In doing so, we are not limited to standard solutions, but also create sustainable

solutions to problems,” Lutz emphasizes. “This also distinguishes us from pure service call centers.”

In the long term, the plan is to set up two central service desks for Schnellecke: one in Europe and one in North America. This will enable direct assistance twenty hours a day. For the rest of the time, there will be an on-call service, just as there is today after office hours.

“The Service Desk frees up the other IT departments and the IT managers in the regions so that they can focus on strategic tasks,” emphasizes Adrien Matern, to whose Competence Center the Service Desk is assigned. “That’s why we haven’t outsourced this task; instead, we handle it with our own resources.”

“With the service desk, we relieve the other IT areas and the IT managers in the regions.”



“IT’S A MATTER OF TRANSPARENCY IN THE COMPLETE PROCESS”

THE IT OPERATIONS COMPETENCE CENTER OPTIMIZES PROCESSES ON THE SHOPFLOOR

While the IT Administrative Competence Center is primarily dedicated to the topic of SAP in administration, the IT Operations Competence Center (CCO) is more closely connected to the shopfloor. This is also where the maintenance and further development of Silena is based, which we reported on in the previous magazine.



Silena is the abbreviation for Schnellecke Integrated Logistics Enterprise Application. The cloud-based logistics software combines two applications that have proven themselves in practice: the Schnellecke Warehouse System (SWS) and the Schnellecke JIT System (SJS). The SJS system is the module for order processing. It controls the majority of the processes and creates pick and assembly orders from customer orders so that the right parts are at the customer's installation place at the right time.

The use of Silena is also connected to the collection of data – data that flows into the Schnellecke Digital Control Tower (DCT) on the one hand, but recently also directly into SAP Finance at Schnellecke. This opens up completely new savings potential, as Markus Westphal, who heads the Competence Center, explains: “Technically, we are now able to automatically generate invoices for our customers based on the data and send them directly to the customers via electronic data interchange (EDI). The connected systems free employees from manual tasks and allow them to perform more value-added activities.”

Ten employees work in the CCO to achieve such savings, among other things. A good two-thirds of them

are involved in the further development and support of Silena. The other colleagues advise the sites and are maintaining SAP Logistics for its remaining service life.

Replacement of all third-party logistics systems

The reason for the remaining service life is that Westphal and his team have a major challenge ahead of them: the complete replacement of the existing third-party logistics systems at the sites with Silena. That does not just mean shutting down the old system and turning on the new one. “In the future, for example, we will move all scheduling directly into SAP Finance,” says Westphal. “In the process, we are programming the required processes ourselves in Silena and coordinating very closely with the Administrative Competence Center.”

At the same time, a roadmap for the coming years was drawn up based on the question: What should be improved from a strategic point of view and what new potential and digital services can be developed? Westphal names several items on the agenda: “We want to

Markus Westphal



bind the DCT even more closely to us and optimize data exchange. We are also investigating how we can link the transport division system to Silena to make our perspective even more holistic. In addition, we are looking at leveraging existing expertise and solutions for new markets and services.”

Continuous further development of Silena

The day-to-day work in the department is determined, among other things, by so-called ‘change requests’ that come from the sites. Such requests for changes to current systems are evaluated in the CCO

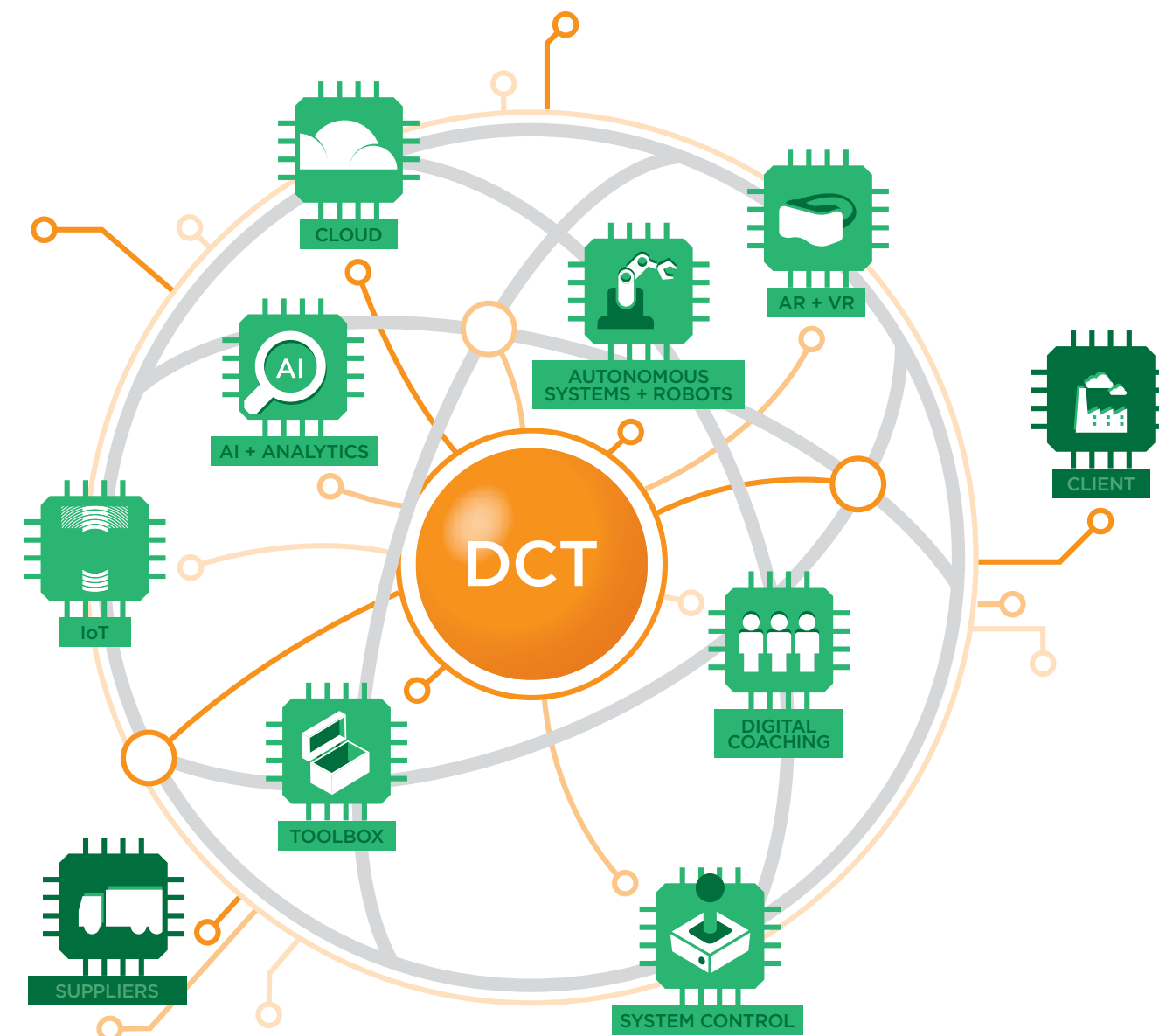
not only according to whether they make sense in the overall context and in view of the processes, but

“We are also concerned with using existing know-how and solutions for new markets and services.”

also according to what expenditure would be necessary and what further benefits they could achieve for the

entire company. If these evaluations are positive, the change request is scheduled and implemented.

“At the same time, new functions are constantly being added to Silena,” Westphal emphasizes. “Some change requests or work steps become obsolete as a result. But there is still work to be done because our infrastructure has historically grown and is correspondingly not very homogeneous. That will take time.” Overall, however, he sees Schnellecke on the right track. “It’s all about the transparency of the complete process and the further development of the company. We have an exciting time ahead of us here which will offer many opportunities.”



GLOSSARY

AI

Artificial Intelligence

AR

Augmented Reality
(For example Google Glass)

AUTONOMOUS SYSTEMS

Self-controlling systems, for example driverless transport systems (FTS)

DIGITAL COACHING

Learning about the link between human action and the impact on the outcome in the digital world

DCT

Digital Control Tower

IOT

Internet of Things

SYSTEM CONTROL

Control of all subsystems by special software solutions, for example control of AGVs by TransportControl

TOOLBOX

Various standardised software tools

VR

Virtual Reality

THE RISE OF THE BOTS

THE RPA COMPETENCE CENTER IS AUTOMATING PROCESSES IN ADMINISTRATION AND PRODUCTION WITH SEVERAL RPA BOTS AND A CHATBOT



Marten Niebuhr

What began two years ago with the automation of an office application has now developed into a full-fledged Competence Center with four human and several virtual employees.

Marten Niebuhr, who heads the Robotic Process Automation (RPA) Competence Center, attributes the rapid growth primarily to the activities of the RPA Scouts: “We taught volunteers from all over the world basic RPA knowledge in a four-hour training course and developed a bot together. This sensitized them to identify processes that could be automated using it.”

The results have been impressive. While the work hours saved by the first bot were just 30 hours a month in 2020, by 2021 bots were already taking over 9,000 work hours. And this year there will be around 32,000 hours of work worldwide that no longer need to be done by humans.

At the same time, the bots are not only on the move in the administrative division, but now also in operations. “There are reports, for example, that have to be made available to employees on a daily or weekly basis,” explains Niebuhr. “Generating such reports is an ideal task for bots.”

Another area of responsibility is the transfer of data to the Schnellecke Digital Control Tower (DCT). For example, bots can read PDF files and provide the content to the DCT.

“We have also investigated whether bots can help employees directly with their work, for example on the production line,” says Niebuhr. “But we haven’t made any progress there so far.”

Chatbot for calling in sick

Progress has been made on another subject, however. “Our latest achievement is a chatbot,” Niebuhr reports. “It has now been active at our sites in the U.S. for a short time.” The chatbot is used to report employee sickness, a task previously performed by an external call center.

After entering the employee’s personnel number, the bot queries the name of the person reporting and automatically sends a notification to the team leader. When reporting, the bot is also able to correctly interpret free text.

Niebuhr is convinced of the chatbot’s possibilities, especially when working with an RPA bot: “For example, a chatbot can be used to send an RPA bot the message ‘I need report XYZ’. The RPA bot then fetches the corresponding report and sends it to the requester.”

At the same time, the new bots have increased the effort required to manage the servers on which they run. The IT Infrastructure Competence Center in particular is feeling the effects of this. That’s why the control of the bots has just been outsourced to the cloud. In the medium term, a position will also be created exclusively for the RPA infrastructure. After all, the bots need to be well monitored.

Daily monitoring

“One weakness of RPA bots is that they don’t run as stably as software written specifically for the purpose,” Niebuhr admits. “This requires some effort in day-to-day operations; however, developing a bot is much faster and less expensive.”

The platform for controlling the bots is called Orchestrator and is checked several times a day by the department’s staff.

There are many reasons why a process can fail. Sometimes it’s simply an unstable Internet connection that causes an interruption, sometimes it’s a software crash. “Some processes last only seconds and run a few dozen times per hour,” Niebuhr explains. “And some run only once a month, but then take hours. So if the software the bot is communicating with ever has a problem, it will have one as well.”

This is also one reason why a bot is never completely finished, but is continuously further developed and optimized. In any case, the security and far-reaching stability have also convinced others. “We are the first service provider to be allowed to operate with our own RPA bot in our customer VW’s SAP system,” says Niebuhr, “which has helped us to automate 3,000 hours this year.”

THE SUPERWOMEN

SAP FINANCE CUSTOMISING IS FIRMLY
IN WOMEN'S HANDS

There are seven of them and they are full of energy. The employees of the Group Competence Centre "IT Administrative", who are responsible for customising SAP, among other things. We talked to them.

Customizing is the adjustment of the company-neutral and industry-specific default functionality of SAP to the specific business requirements of the respective company. Customizing controls the behavior of SAP applications, and you can only work with many of them after the appropriate customizing has been done. "For example, if there are new control keys, new companies, or new legal requirements, we do that," Anke Reimann tells us. "And we also interface with other companies that are supposed to implement something and do the initial approval afterwards."

In short, without customizing, a company can't do much with SAP. And this is where our interviewees come in. They are responsible for this customizing at Schnellecke worldwide.

When it was decided to introduce SAP Finance at Schnellecke, work began on setting up the Customizing team at the same time. "Customizing is very specialized, so you have to be very familiar with accounting processes," says Franziska Stern, the only trained IT specialist on the team. "I don't understand enough of that and tend to take care of system interventions. The others have much more accounting knowledge than I do."

Six different careers

Franziska has been at Schnellecke since 2009, where she trained as an IT specialist for application development and started working in database administration in 2012. In 2017, she joined the Customizing team. "I was looking for new challenges internally, and when I was asked if I would like to help build a new SAP Finance team, I immediately said yes."

That's where she met Julia Volk, who has worked at Schnellecke since 2012. She became an SAP key user in Accounting in 2014. "It was clear to me after my first experience with SAP that I wanted to do more there," she says. "So, together with Franziska, I became one of the first two members of the new Customizing team."

Natalia Gottfried joined the team in 2018. She is a trained office and business administrator and has worked for Schnellecke since 2000, first in accounting for Spain, then in office administration at Logis (the IT division of Schnellecke). "I found SAP Finance very interesting after its introduction, and when I was offered the customizing job in 2018, I jumped at it," she recalls.

Ina Wiegmann has a completely different career path. She is a trained hotel specialist and joined Schnellecke in 2018 as a key user for accounts

payable. She has been in the Customizing team since 2020. "I had already gone into accounting in the hotel industry, and I was very interested in IT," she says. "So when another position in Customizing was advertised in 2019, Julia tipped me off and I applied."

Finally, Anke Reimann studied logistics and worked as an SAP Logistics consultant before joining Schnellecke in 2017. She joined the team in 2022. "I just fell into SAP at the time, and I enjoyed working with it," she says. For the most part, she manages authorizations and processes.

Connection to the Service Desk

Katharina Hoppe is not part of the Customizing team – but somehow she is. She works in Service Desk, which is also assigned to the IT Administrative department. After completing her training as a freight forwarding and logistics services administrator at Schnellecke, she was an SAP key user in the Wolfsburg logistics facility. When the Service Desk was looking for new employees, she took the opportunity. "I wanted to work on the other side, not just where you look for help, but where you give it."

Katharina is the person employees call when they have problems with SAP Finance and the connected programs. "That's when I can help with simple things myself; fortunately, when it gets deep, I can pass it on to

the girls," she smiles. "I keep the simple requests away from the girls so they can focus on the difficult stuff."

How do you learn to customize? "There are training courses, of course," Julia explains. "You start as a junior and you have a senior next to you that you learn from. And then you

"It's a lot to learn, but that's how we develop."

just try out a lot."

If there are problems with SAP Finance, the team likes to turn to the help pages provided by SAP. "It's more difficult with processes built by Schnellecke itself," says Ina. "There are a lot of them now, so of course you can't find much online. For that, we need someone from IT who can read code."

Before the pandemic, they all sat in one office; now they work mainly from home. Several times a week, they meet online to coordinate and help each other with problems. New tasks come in via a ticket system and then they decide together who does what.

"We're not just colleagues"

Does everyone still enjoy their job after many years? The answer is a unanimous yes. "I wouldn't go back," says Ina. "It's quite a lot to learn, but that's also how we continue to develop." Julia adds, "It's always new. When we look through the tickets in the morning, we don't know beforehand what to expect on the day." And for Natalia, feedback is also important: "The feedback from the people we've helped is usually very positive. That always gives you new motivation."

In a way, they also see themselves as role models. "We want to encourage other women to take an interest in IT," says Franziska. "Everyone always thinks it's all about programming or people who can't communicate. Maybe that was the case in the 80s, when programming was done in C++. We're showing that it can be done differently."

"We all get along well, friendships have also developed," Julia points out. "We are not just colleagues for eight hours a day and then go home. That's also something that motivates us and makes the work easier. Of course, there are sometimes disagreements, but the classic bickering doesn't happen here. We're an all-women team, and we all get along with each other."

(Christin Frisch, who is also part of the Customizing team, was unfortunately unable to be present for the interview)

HOW SCHNELLECKE IS DEVELOPING ITS STRATEGY WITH AN EYE TO THE FUTURE

“WE MUST INCREASINGLY FOCUS ON THE LONG TERM”

In a logistics company like Schnellecke, everything revolves around the operational business. However, a company becomes successful not only because of its operational processes, but also very decisively through long-term strategic considerations. Tomke Kaufmann and Oscar Londoño explain how Schnellecke directs its corporate strategy to the long term and the future.

Kaufmann and Londoño work under the direction of Volker Voßler in the Strategy Management Office (SMO). “Operational mode is about ensuring operational processes are in place,”

“As a basis for our strategic work, we have our vision, our mission and our core value proposition.”

Kaufmann explains. “With short-term, temporary action, short-term goals are pursued. In strategic mode, we take a different approach. We are convinced that we need to change our focus from

annual target definition and achievement to a more long-term approach if we want to remain competitive.”

“As the basis for our strategic work, we have our vision, mission and core value proposition,” Londoño says. “They represent our normative guardrails. Then, as we move into the future, our ten strategic thrusts serve as strategic guardrails to guide us. As our long-term goals, they ensure that we proactively position our company for sustainable competitiveness.”

Strategic thrusts, goals, pillars

Strategy development is a complex process that affects the entire organization. The ten strategic thrusts provide the content framework and thus repeatedly pose the question: Where does Schnellecke want to go in the next two to ten years? In the process itself, the regions

and corporate divisions prepare analysis results on market developments, among other things, as well as on customer-specific and technological influences. As part of a SWOT analysis, they then define internal strengths and weaknesses, as well as opportunities and risks in the external environment and deduce challenges. “To do this, we organize workshops with regional managers and provide the framework for them to identify the respective challenges of their region and their business units,” explains Kaufmann. “We moderate the workshop, support the analyses, and document the results.” All the challenges of the regions and corporate divisions add up to Schnellecke’s challenges, from which the goals are then derived. “Annual goals are then defined within each strategic thrust as short-term steps on our path,” Kaufmann says.

Five pillars provide the structural framework for the goals. Each annual

THE TEN STRATEGIC THRUSTS OF SCHNELLECKE LOGISTICS

SUSTAINABLE & PROFITABLE GROWTH	DIVERSIFICATION OF REVENUE STREAMS
INCREASE DIGITIZATION	INCREASE AUTOMATION
ACHIEVE SUSTAINABLE PERFORMANCE	INCREASE EMPLOYER ATTRACTIVENESS
INCREASE LEADERSHIP CAPABILITIES & CAPACITIES	RESPONSIBLE MANAGEMENT OF RESOURCES
LIVING CORPORATE SOCIAL RESPONSIBILITY (CSR)	INCREASE COMPANY VALUE

MISSION SMART SOLUTIONS. CREATING VALUE. WORLDWIDE.

We help our customers realize their goals and be successful. This is the reason for our existence in the market.

VISION WE REDEFINE LOGISTICS AND MAKE IT HAPPEN.

We continuously innovate, improve and deploy our logistics solutions to deliver on our value proposition.

CORE VALUE PROPOSITION AS THE MOST RELIABLE PARTNER, WE CONTINUOUSLY TAKE YOUR LOGISTICS TO A NEW LEVEL.

We ensure the smooth running of all processes through the latest technology and implement projects where others fail.

goal is assigned to a pillar, thus structuring the total number of goals:

- Market position
- Innovation performance
- Productivity and efficiency
- Attractiveness for good people
- Profitability

“Now you might think that the strategic work ends with the definition of goals. This is not the case,” explains Londoño. “Ten teams of three people each were formed from top management to continuously further develop a strategic thrust.”

“This allows adjustments to be made and new issues to be addressed,” Kaufmann adds. “The strategic thrusts and the goals are rolling and continuously evolve with us. They are not set in stone.”

New tasks for the SMO

The SMO was founded about seven years ago. “That was the starting point for a company-wide strategy process,” recalls Londoño, who has been involved from the beginning. The first tasks were to define a normative framework through vision, mission and core value proposition, to introduce goal management with a global tool, and to introduce strategy tools such as trend, market, customer and competitive analysis. Once the basics were defined, the scope of the SMO’s activities expanded. “Once we were established as a kind of link between the Executive Board and the regions and corporate divisions and as the “guardian” of strategy, it made sense for the SMO to also act as an internal consultant in strategic projects,” says Londoño.

This year, the SMO has been assigned additional tasks: For example, the team is currently working on an analysis of the organizational structures in the company. Kaufmann: “Strategy and organization go hand in hand in a company. That’s why we as the SMO are also looking at the organizational structure and providing impetus for its future form.” So it will be interesting to see how things develop strategically at Schnellecke.





“SAXONY LAID THE FOUNDATION”

IN 1991, SCHNELLECKE OPENED ITS FIRST SITE IN SAXONY

On Sunday, October 09, 2022, the thirtieth anniversary of Schnellecke in Saxony was celebrated in Glauchau. This is an excellent reason to take a brief look back at the company's history.

It all began in 1990, when Volkswagen decided to build a modern vehicle assembly plant in the Zwickau/Chemnitz area. To this end, material had to be brought to this region from VW's main plants and from suppliers in the old German federal states. And in turn, VW's "Purchasing Offensive East" also ensured corresponding return shipments.

It was therefore decided at Schnellecke not to wait long, but to find a quick way to get started. In 1990, Schnellecke took over the fleets of Sachsenring's Volkseigene Betriebe (VEB – the nationally owned companies of the GDR) in Zwickau and Barkas in Chemnitz, including employees and fleet. A year later, parts of the former Kraftverkehr (Motor Transport) Zwickau were acquired and all companies were merged in 1993 to form Sachsentrans Spedition und Logistik GmbH headquartered in Zwickau.

What had tentatively begun two years ago in Wolfsburg – logistics – was now clearly taking shape. Within the growing VW production at the Mosel plant, it very quickly became clear that the available logistics space was nowhere near sufficient for the intended increase in the number of units. The company was looking for partners who could

help. They had to be located close to the future VW plant, be expandable and ready for immediate occupancy, and have railway sidings.

Schnellecke buys the "GDR's polluter"

In its search for such a site, Schnellecke came across a textile fiber mill in Glauchau. The site was purchased in 1991 with a high willingness to take risks in order to be able to offer the first logistics premises for the storage of large parts in an old, 3000 m² general cargo shed, the so-called Schafteichhalle. The company was willing to take a risk because the site had been the site of extensive contamination, polluted by its previous viscose fiber and fluosilicate production.

"I'll never forget my first impressions of the Glauchau textile fiber mill when I, together with my mother as senior manager of the company, stood on the landfill site at the Schafteich," recalls Rolf Schnellecke. "The land, gray on gray, the sun barely visible through the smog, brown coal dust on my tongue, the smell in my suit. The textile fiber mill, described by the German magazine SPIEGEL as the GDR's biggest

"polluter", run-down and highly contaminated by pollutants. And my mother asked skeptically, 'Rolf, is this what you want to spend our hard-earned money on? I've never seen anything like it.'"

The first large parts, such as engines, transmissions and rear axles, were warehoused while still un-



der the name Sachsentrans. About thirty people were employed for this task. One of them describes the early days: "Without any expertise and



without knowing where we were going, we started with ‘logistics’ under the tightest of conditions. Every forklift maneuver had to be made with care, so that the roof didn’t collapse on our heads. With two trucks, we supplied the VW plant in Mosel with parts. Modern technology to pick them did not yet exist. Orders were placed using the document stubs that the truck drivers brought back with them from Mosel.”

A new logistics concept

However, things soon started to happen at a rapid pace. VW Sachsen wanted to use the opportunity presented by the new Golf A3 in mid-1992 to implement a new logistics concept. This was to take place in the existing Mosel I factory, in preparation for the planned new Mosel II factory.

For Schnellecke, this meant reacting immediately to the increasing demand for space, expanding the workforce, and initiating extensive training for a complex logistics service. In 1996, an independent logistics company was founded. The name: Baugruppen- und Modulfertigung GmbH (BMG). From then on, BMG stood for the strategy of increasingly integrating value creation into logistics. Sachsentrans began building up this competence starting in 1994 with the first pre-assemblies, and it was continuously developed further with the assembly of rear axles and fuel tanks.

In 1997, the company’s in-house automated small parts warehouse was put into operation, the premises were significantly expanded, and logistics services for the VW Golf A4 were started. One year later, Schnellecke began assembling LDQ rear axles on behalf of Volkswagen Braunschweig. In 2001, the assembly of 4-Motion rear axles for the VW Passat B5 was added.

Volkswagen started production of the Phaeton in the Transparent Factory in Dresden in October 2000, which was a good reason for Schnellecke to open a site in the capital of Saxony. In 2001, work began in Leipzig with the pre-production start of the Porsche Cayenne, and in 2011, BMW was added as a customer there.

Postponed due to pandemic

Despite numerous new sites that have been opened throughout Germany in recent decades, Saxony continues to be a major pillar of the company. Schnellecke CEO Nikolaus Külps also emphasized this in his opening remarks. “Without the success of the BMG, the new strategic orientation of Schnellecke would not have been possible. Because today, Schnellecke is a respected system partner that reliably assembles components all over the world and delivers them just-in-sequence to the assembly line. Saxony laid the foundation for this.”

So there were many reasons for a festive ceremony – which, however, had to be postponed by a year due to the pandemic. In the bright sunshine on October 9, around 1,500 visitors celebrated the successful history of Schnellecke in Saxony for five hours. And, as is usual in Glauchau, it was of course a family fun day.

“We have proven our flexibility to adapt over the last three years, during which we supported the conversion of the Zwickau plant to electric vehicle production and the subsequent ramp-up as a reliable partner,” emphasized Managing Director Ingo Bach. “With this team, we can look to the future and the next 30 years with confidence.”



30 YEARS OF SCHNELLECKE IN GLAUCHAU



FIRST VW CONTRACT FOR CDC SCHNELLECKE LOGISTICS CHINA

A good four years after the joint venture was founded, CDC Schnellecke Logistics (CSL) was able to secure its first contract from VW. From the very beginning, the customer was at the center of attention. A unique opportunity presented itself in 2021 when the newly founded Volkswagen Anhui put out a call for tenders for supply logistics for the e-vehicle plant in Hefei. "This opened up the possibility of having a real chance of being awarded a contract, even as a relatively new supplier on the Chinese market," explains Regional Manager Sven Virgens.

In 2020, construction work began on the plant, located about 500 kilometers from Shanghai. Volkswagen Anhui is the Group's first joint

venture in China that will exclusively build all-electric models. The Volkswagen Group holds the majority of shares in the joint venture with the Chinese manufacturer JAC. The Hefei plant will have a capacity of up to 350,000 vehicles. It will also include a new Volkswagen Group component plant in Hefei, which will supply battery systems for Volkswagen Anhui.

Under the leadership of CSL, Schnellecke was successful in the bidding process for the supply logistics of the vehicle plant. The first of what will eventually be 700 Schnellecke employees are already on site to carry out the pre-production logistics and to prepare the production logistics together with the logistics team at VW Anhui.

AWARD FROM VOLVO CAR ASIA PACIFIC

On August 19, 2022, Volvo Car Asia Pacific presented an award to the CDC Schnellecke Logistics Company, Ltd. (CSL) in recognition of ensuring the production ramp-up of the Taizhou plant, as well as providing hands-on support during the epidemic period in July. CSL has been performing milkrun transports for Volvo since 2021. Brady Qian, Senior Manager of Inbound Transport at Volvo, presented Rick Li, General Manager of CSL, a flag as an expression of gratitude for the partnership.



FUNDRAISING FOR ORPHANAGE IN TOGO

The canton of Kpomé in Togo has 9,000 inhabitants. Due to large-scale phosphate mining in the region, many residents have lost their homes and land. Poverty there is very high, even by Togolese standards. As a result, the number of wandering orphans and abandoned children has risen sharply.

For these children, the "Jadah" NGO has founded the Le Vigneron orphanage. Currently, about 30 children between the ages of 3 and 18 are being taught and cared for there.

Kassi Kodjo, shift manager at Schnellecke in Bremen, is originally from Togo and wanted to help. That's why he started a campaign in which his colleagues could donate their returnable bottles. This raised around 500 euros. In addition, he collected further monetary donations. During a visit to his home country, Kodjo then handed over the donations, partly in foodstuffs such as rice and oil, and partly in cash, to the orphanage.



SUSTAINABILITY REPORT 2021 PUBLISHED

In addition to many pages full of facts about emissions, energy consumption and the Group's ecological footprint, the Schnellecke Group's current sustainability report also contains interesting articles on various sustainability topics. The report can now be downloaded as a PDF from www.schnellecke.com. A printed version is also available on request.



IMPRESSUM

Schnellecke 2022.2
Insights into the Schnellecke Group

Herausgeber:
Schnellecke Logistics SE
Stellfelder Straße 39, 38442 Wolfsburg
www.schnellecke.com

Redaktion:
Cersten Hellmich (V.i.S.d.P.),
Gerd Ruebenstrunk

Texte:
Gerd Ruebenstrunk, Schnellecke

Art Direction:
Pascal Frank

Druck:
wir-machen-druck.de

Fotos:
Schnellecke, Airbus, Privat,
Janiecbros Istock

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Schnellecke Logistics SE

Nachdruck nur nach Genehmigung
durch den Herausgeber.

Der Inhalt muss nicht die Meinung
des Herausgebers wiedergeben.

Kontakt:
cersten.hellmich@schnellecke.com

