

COMPANY GUIDELINES

Our company policy focuses on long-term goals. Therefore, it is essential that our services focus on the requirements of our customers. We need to constantly satisfy our customers' needs and improve our processes to ensure that we will be able to operate customer-friendly on the market and therefore continue having economic success in order to being able to safeguard employment. However, we do not solely focus on direct customers' needs but also on our indirect customers' (or our stakeholders') needs. We have developed guidelines to our company policy which were distributed to the entire staff to ensure that each employee remembers to prioritize the customer focus in his daily routines. You may consider the following KET statement as the most important guideline:

„We transfer our customers' requirements to customized services in close cooperation with our customers. Under economic aspects, customer satisfaction shall have the highest priority.“

For our company this translates into the following:

CUSTOMER FOCUS

Our customers' requests and requirements are focus of our orientation for all of our considerations. Our customers are our partners. A good partnership starts with listening closely and continues with faithful advisory services and the development of a customized offer.

OCCUPATIONAL HEALTH AND SAFETY

Safety first is our slogan because the health of our employees is the highest priority to us. We continuously investigate our procedures and processes to identify areas of improvement for occupational health and safety. We set ambitious goals to ensure that we will be able to improve in these areas annually. This is especially important for the development of new products and production processes. Our company culture includes regular trainings on occupational health and safety for our employees.

QUALITY

We will continue doing anything it takes to maintain our customers' trust. Basis for that trust is excellent work quality, accompanied by the high standard of our service features. Furthermore, our casing portfolio on cellulose, fibrous and plastic basis fulfills the requirements for Halal-conform products according to HQAS standards as well as the requirements for kosher products.

FOOD SAFETY

As our casings are an essential part in the food sector, Kalle has a high responsibility in complying with hygiene requirements in the production of our products and we are therefore responsible for the health of consumers. Therefore, food safety is an essential part during product development and during production. Application-oriented test procedures and practical testing support our efforts in this area.

QUALIFIED AND MOTIVATED EMPLOYEES

We rely on our employees' proactiveness and responsibility and support them in receiving all necessary expertise for their job. The biggest driver is consequent team work within a positive work atmosphere. The development of an entire company starts with the individual employees. That is why we place a high value on qualified employees.

ETHICAL MANAGEMENT

Kalle's conduct guidelines include our high ethical values and commitment in conducting its business with integrity and high standards with our customers, suppliers, communities, and employees. We value a company culture, in which respectful actions among colleagues are exemplified and employees should feel encouraged to openly discuss any flaws they might notice.

POWER EFFICIENCY

In a world with scarce energy resources, an increasing energy demand and therefore increasing energy prices, we see our development of an energy efficient production as an integral part of our responsibility. When planning, constructing and purchasing new machineries, energy efficiency is an essential criterion. We provide all necessary information and resources to facilitate a continuous improvement of energy efficiency. We oblige to follow the relevant laws regarding energy input, energy consummation and energy efficiency.

INNOVATIVE STRENGTH

We have the ambition to remain among the innovation leaders in our industry in the future. Our strength is the continued upgrading of our products and therefore we are continuously extending our product portfolio.

ENVIRONMENTALISM

We have used a high capital expenditure to develop an integrated environment, recycling and waste management concept for our production process. Whenever possible, we recycle waste materials received during our production process and reuse them. An example is our process to reuse the water in our regenerations baths by evaporation and then reuse it at a different point in the production process. Wastewater is cleaned in a state-of-the-art biological wastewater treatment plant on site in the industrial park Kalle-Albert.

We comply with all relevant laws.

EDUCATION AS A JUMPSTART

Dr. Wilhelm Kalle Foundation is the focus of our social commitment. The foundation supports the training of young people and facilitates their way into a self-determined life with more professional opportunities. Following this tradition, the successors of the original Kalle founding family have set up a foundation to aid education of young people. Today, Kalle Foundation mostly supports eligible individuals in their academic studies using individual grants. Another longstanding engagement has been with the federal competition of the butcher youths in German butchery. Hence Kalle supports the training of the young butchers and supports the diversity of the handcraft.

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Hans-Peter Schaefer



Dr. Jan Kantowsky