

hansgrohe



Career at Hansgrohe.

Looking for an exciting new job?

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Welcome to a company where the passion for water and the enthusiasm for innovation, design and international business are significant factors in our success.



You don't already know Hansgrohe? You should change that right away!

Especially if you share our passion for water and its myriad applications. With our innovative products we have time and again offered the international bathroom industry fresh inspiration in the area of showers, fittings and showering systems. Our employees in the headquarters in Schiltach (Black Forest, Germany), in the plants in Offenburg and in our numerous international locations are the source of our success all over the world.

Established in 1901 by Hans Grohe, Hansgrohe has actively participated in and helped shape all the stages of bathroom development since then. As a source of inspiration and a leader in innovation, the global player, which has been deeply rooted in the family for more than 100 years, is today synonymous with the highest quality. We hold more than 270 awards for outstanding design in the bathroom.

More than 3,200 people are employed by the company, almost 2,000 of them in Germany. Today Hansgrohe AG boasts 10 production locations on three continents with 29 sales and distribution companies all around the world.

At the same time we are still strongly committed to the quality seal "Made in Germany". Even though we generate almost 80 % of our sales abroad, 80 % of our showers and fittings originate in our plants in Schiltach and Offenburg. After all, we do profit from the quality label "Made in Germany", because it stands for high-class workmanship in the truest sense. Hansgrohe is, of course, the "Original" from the Black Forest.

Be captivated. Welcome to Hansgrohe!

Yours,



Siegfried Gänßlen
CEO

A success story for more than 100 years



A force for innovation for more than 100 years. Trend-setter - just a few examples:

- 1901 Hans Grohe established his company for pressed metal goods
- 1928 Hansgrohe produces the hand shower with a ceramic handle
- 1934 the company introduces the world's first fully automatic drainage system
- 1953 Hansgrohe invents the first wall-bar for the shower in the world
- 1968 the world wide first hand shower with adjustable spray modes is developed: Selecta
- 1981 Hansgrohe starts with production of fittings
- 1989 Hansgrohe celebrates the premiere of the shower temple
- 1994 Hansgrohe revolutionises the bathroom concept and the faucet with the introduction of Axor Starck
- 1997 the first complete fittings collection made of high-grade steel is introduced to the sanitation market: Axor Steel
- 2001 the ibox universal for a uniform concealed installation is developed
- 2001 Hansgrohe starts with water recycling systems, using the water from showers and baths for a second time: Pontos AquaCycle manages this without using chemicals
- 2003 Hansgrohe reinvents showering: Raindance, the first XXL shower, pleasantly covering the whole body with water
- 2003 with Axor Citterio Hansgrohe gives further deciding impulses to the development of the bathroom from a mere wet cell to a feel good room by the conscious division into areas of "necessity" and "wellbeing"
- 2004 Raindance AIR showers set new standards regarding showering quality. The AirPower technology, a unique technology of swirling air and water, showering becomes an experience for all the senses
- 2006 with Axor Massaud Hansgrohe demonstrates that a fitting does not necessarily need to look like a fitting
- 2009 with Patricia Urquiola for the first time a female designer dedicates herself to the bathroom - the result: Axor Urquiola
- 2009 with PuraVida, Hansgrohe and Phoenix Design give a convincing answer to the question: What happens after minimalism?

In the new "iF-Ranking" Hansgrohe is part of the worlds' best in matters of design

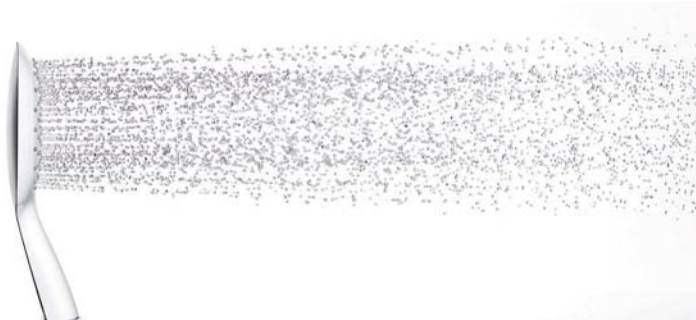


Our unmistakable success factors

The "iF awards" of the International Design Forum belong to the most important design awards in the world. In 2008 this independent institution presented a ranking, depicting the best companies in the world in matters of design. Along with Apple, Adidas, Sony, BMW, Loewe and Daimler - to mention only a few - we are part of internationally leading companies in the area of design. In 21st position of a total of 1,604 listed companies, Hansgrohe is leading the design hit list of the sanitation industry as a fittings and shower specialist in the iF-Ranking. More than 270 international design awards and numerous awards for innovation confirm the performance and innovative force. Behind all this is not only a very special innovative culture, but also the cumulative know-how and expertise of our ultra modern development and research departments, which are among the largest and most creative in the industry.

- Hansgrohe is a family-run company
- We have a consistent and sustainable strategic orientation
- We are one of the international innovation and design leaders
- We have a brand consciousness and a structured range
- We have not only a strong international orientation, but also a worldwide sales and distribution network
- We are a global player with an international production network
- We have flat hierarchies
- We seek and promote a constant improvement of results
- We live an active change management
- We have a holistic and systematic personnel development

What distinguishes us?



Water turns into pleasure with Hansgrohe.

Technology

Not all water sprays are the same. At Hansgrohe we have had experts for years that have devoted their careers to researching the way in which the water spray leaves a fitting or shower. This is because water is much more complex than generally assumed. It needs a great deal of know-how, especially developed testing methods for sprays and, above all, inventive talent, a fascination for experimenting and a passion for water in order to shape it into enjoyable sprays in the showerheads as well

as the fittings. Not only innovative technology but also high-quality materials and craftsmanship make our products comfortable and durable. Many useful functions and details add to the feeling of wellbeing and comfort, as well as help to preserve the environment and resources.

Innovation

Our innovations impact on the market. It is our passion to look for improvements in the application and the effect of our products in the bathroom.

Performance

Made by Hansgrohe - our assurance of performance and quality. Approximately 3,200 employees worldwide contribute towards our high standards.

Customer orientation

Through our work we create a vital bond with our customers.

Design

A key part of our approach to design is our cooperation with famous designers such as Philippe Starck, Antonio Citterio, Jean-Claude Massaud, Patricia Urquiola and Phoenix Design as well as well-known architects.



reddot

DESIGN PLUS
Saubere Heizung Klima

Design Center
Stuttgart

Environmental protection

Safety and longevity of the product are just as important to us as compliance with health and environmental standards. For this we are making big efforts - with clear guidelines for development, comprehensive user tests and quality assurance in all our production sites.

Solar energy in use.

On the roof of our plant in Offenburg we have been producing solar energy since 1993.

Environmental award.

Among others, Hansgrohe was given the environmental award of Baden-Württemberg (Germany) in 1995.

Water conservation products.

Highlight our responsibility towards the element of water.

Hansgrohe Water Symposium 2008.

International experts on water discussed innovative approaches to the sustainable handling of water.

EXPO 2008 Zaragoza.

Hansgrohe exhibited innovative solutions for the sustainable handling of the resource water in the German pavilion.

Why choose Hansgrohe as an employer?

- ... we have been writing bathroom history for more than 100 years.
- ... we don't only know our board of directors from the newspapers.
- ... we work in a place where other people go on holiday.
- ... we are the No 1 shower manufacturer in the world.
- ... our customers are enthusiastic about our innovative products.



Company culture is not only a catchphrase for us, but daily business.

Our company culture is very important to us. It is characterised by passion and enthusiasm for our work as well as openness, respect and creativity. This pulling together, flat hierarchy and open-door policy, which are synonymous with a short information path and decision-making process, make our "hands-on mentality" possible. Only in this way we can develop fast, practical, creative and innovative solutions.

Company philosophy

We use our strengths that make the company unique: tradition, design, innovation and enthusiastic employees. This is how we reach our competitive goals, with fair interaction and acceptance of responsibilities. Sales trends and design awards speak for themselves. We have been writing bathroom history for more than 100 years. And from the very beginning Hansgrohe has been strongly characterised by courageous entrepreneurship and people who have also been bold enough to adopt unconventional solutions.

Think globally

Starting in Schiltach we conquer the world. The fact that our products could take up a triumphal course around the world may possibly be due to the care people from the Black Forest take, their art of craftsmanship and their meticulous working, but perhaps also to their passion for the elixir water. But it is just as important for us to attract the world to Schiltach. That's why the exchange of our employees throughout the world in all areas of employment is an important part of our globalisation strategy.

Why choose Hansgrohe as an employer?

- ... we are part of the success of our company.
- ... we can show an extremely solid financial situation.
- ... we rely on sophisticated and innovative technology.
- ... we provide flexible models for working hours and telecommuting jobs.



Health management - get fit at work with our sports scientist

We aim to maintain and foster the health and employability of our employees at their workplace. Varied and individual proposals are devised and implemented by our sports scientist for each respective target group. With our health programme we offer guidance and solutions for a healthy work life balance. The programme comprises, for example, instruction on ergonomics in production and the office, jogging and aerobic clubs,

lectures and seminars on health, massages at the workplace, preventative health checks, immunisation and much more. On top of this is the facility for targeted weight and endurance training on a wide range of our equipment followed by a stress-reducing and relaxing sauna.

Company suggestion scheme

Are you bubbling over with ideas? Then you belong with us! Our inventions are setting benchmarks and becoming standard all over the world today. More than 2,000 patents are proof of our innovative force. Many of our successful products originated from the ideas of our employees. You too therefore have a chance to inspire. We award top bonuses for top ideas.

Social engagement

Social engagement is important to us. In this context we sponsor a large variety of social and cultural services. Here it's not just about financial support. We encourage our employees to engage in voluntary activities. Our annual blood donation drive, which is held in our Schiltach and Offenburg plants, has now become a tradition.

More than just a job

Not only work - but pleasure as well! We exercise our team spirit outside working hours as well. This becomes obvious during our numerous events such as the Beach Party, the Hansgrohe triathlon "EisenHans" or during skiing excursions. Our board of management is not above cooking for all the employees during barbecue parties. The children look forward to "Kids Day" when they can get a live experience of their parent's workplace.

Successful from the very beginning

Under the motto "successful from the very beginning" we will give you an unforgettable start at Hansgrohe. During the welcome meeting you will get to know other new members of the Hansgrohe family. An individual orientation plan will guide you through the first weeks, making sure that you will get to know all the colleagues you will work closely with you as well as your department. During the initial period there will be a personal mentor in your department to help you with all the advice and practical support that you need.

What else do we offer?

We are very proud that Hansgrohe, apart from a fantastic working atmosphere and many possibilities for further development, can offer you the following: Our employees are pleased to benefit from a "jobticket" which lets them travel for free by bus or train between home and work. Apart from that Hansgrohe offers a company pension plan and additional benefits such as incentives and special bonuses. Several company restaurants, an annual Christmas present, as

well as the "Hansgrohe Info", with national and international contributions from Hansgrohe, enjoy great popularity.



Career possibilities at Hansgrohe

A world of opportunities.

Our working world is just as multi-faceted as the people who work for us.



With Hansgrohe you are stimulated in a very lively manner.

In our internationally successful company many things can be experienced and there are innumerable opportunities for your personal development either as an apprentice, student, graduate, trainee or as a professionally experienced employee. We offer a fascinating array of different fields of work for which we need new creative minds and committed team workers.

Our offer: a refreshingly different career in a truly successful company.

We are constantly looking for employees for a variety of fields in the following areas, for example:

- Controlling
- Human Resources
- International Projects
- IT & Business Processes
- Production
- Purchasing & Logistics
- Quality Assurance
- Research & Development
- Sales & Marketing

Training at Hansgrohe

Finished school - and now what?
Find out about our traineeships.

You have studied a lot and would now like to start your training and professional career at Hansgrohe? In our company we offer the opportunity of more than 20 different traineeships and courses. Here too you can take advantage of our decade long experience of training. Whatever you need later in your professional life, you can learn it with us. The fact that we have a training quota of more than 7% highlights the importance of our training. We offer people, who are curious, enthusiastic and determined, a good start to their professional life!

Commercial training

If everything is a question of organisation and communication, we welcome and appreciate feedback. If you like organising and possess excellent communication skills, ideally including a second language, then you will find a very wide range of activities and opportunities to develop further, outside Germany as well. An individual flow chart will make sure, that you will gain live experience in a specialist department. In these departments we will get you fully involved in the daily routines. In project work you will demonstrate your independence and commitment. In our company nobody will be thrown in at the deep end. Specialist seminars such as "elocution & presentation techniques" or "being professional on the phone" will help your professional path.

Industrial training

How is it possible for all of this to work? It would be exciting to know the answer. Never underestimate the technical complexity involved in the manufacture of fittings or showers. This is exactly why we need skilled and committed specialists who have everything under control when it comes to technology. In our highly modern training centre, which includes a laboratory, we don't only file and mill, we also do meticulous work. In our production area you will work actively and get the chance to gain real practical experience. We will support you in every way possible with specialist courses such as, CNC programming or pneumatics.

Commercial:

- Industrial clerk
- Industrial clerk with the additional qualification of 'international economic management', including a foreign language
- IT specialist in systems integration

Industrial:

- Industrial mechanic
- Toolmaker
- Machining technician for automatic lathe technology
- Machine and plant operator
- Process technician in plastics & rubber technology
- Surface coating technician
- Casting technician (die casting and gravity die casting)
- Electronic technician
- Mechatronics technician
- Skilled inventory logistics technician
- Technical drafts person

HND Courses/Plus Courses

Starting as a student

Every course of studies has its limits - as a matter of fact, right there where the practical stuff starts. It is therefore all the more exciting to go beyond these boundaries, pick up on innovative developments and increase your career opportunities at the same time. Based on this, we at Hansgrohe offer attractive prospects for students who would like to gain new insights. By the way, you also get a good chance of finding your dream job and dream employer ...

HND Courses

What happens after my High School Certificate? Studies or a traineeship? We offer both! As a company operating internationally we need professionals who are able to meet the ever-growing requirements of the global market and are among the best in their field in the areas of marketing, controlling, IT applications as well as in research & development and technology. In cooperation with vocational colleges we combine practical training and courses of study: a balanced mixture of professional training, studies and practical experience. The HND courses combine alternating college courses and practical work at Hansgrohe and last for three years. Each of our HND students receives an individual plan of study in which the stages of practical work are recorded. International experience with one of our subsidiaries around the globe is of course also allowed for. Depending on the course participants will gain the German Bachelor of Arts (B.A.), Bachelor of Engineering (B.Eng.) or a Bachelor of Science (B.Sc.).

Plus Courses

Are you up for technology that doesn't exist yet? If you are open towards developing technologies and would like to help unlock them, the following combination will offer you an interesting chance of doing so: Industrial mechanic + a course in engineering and mechatronics = plus course. Initially you will gain a skilled worker diploma for industrial mechanics specialising in instrument and precision mechanics. Following this you will complete your course with a German Bachelor of Science (B.Sc.) in the discipline of engineering and mechatronics - the entire course will last four and a half years. Your designated partners in this scheme are the vocational college and the University of Applied Sciences in Furtwangen. The outcome is engineers with practical experience who were able to take on board a lot of theory during their training. And - did we whet your appetite for a Plus Course?

Practical

With us you will experience things live and in practical applications which you only knew from theory until now. In doing so you will get to know us as well as a diversity of responsible tasks better. You will be working on specific projects, gain an insight into our exciting daily business and get the chance to test your knowledge in an international environment.

Final projects

Does practical experience appeal to you? Would you like to test your theoretical expert knowledge during the daily work of a global player? Then why don't you write your final project (diploma, bachelor, master) at Hansgrohe. For this we offer a myriad exciting and practical topics, but your suggestions are always welcome too.

Student traineeship

As a student trainee you will be working for us during your studies, either several hours per week of course-related work, or only for a few months, e.g. during your term breaks. Here, of course, only areas which are relevant to your studies would be considered. And maybe at the same time some first contacts can be established which might help you in your professional life later.

Technical projects

Time and again we offer interesting and challenging topics. If none of our proposals on offer is suitable for you, please feel free to apply with your own suggestions.

By the way: If you cooperate in a responsible manner you will be rewarded for this accordingly. If you like, you can take a room in one of our student homes, or we will support you in finding accommodation. You will experience the start in our house together with all other new students: don't miss out on our welcome meeting! As a member of the Fair Company scheme, we are looking forward to getting to know you!

Starting as a graduate

This is how careers begin

Finished with your studies? At Hansgrohe, you can dedicate all your energy towards professional advancement - and show us what you are made of. You have already demonstrated what you are capable of in theory, now you can put it into practice. We are looking for graduates who enjoy breaking new ground in a team and who are able to think analytically and in a structured manner. You are fluent in English and want to be active in an international environment. You can ensure that together, we become a little bit better every day all over the world! Our range of options for graduates is multi-faceted. Visit us on our homepage and look for our current job advertisements.

Starting as a trainee

You have completed your studies successfully and are now faced with the question how exhilarating your first job should be? How about a trainee programme?

What does the trainee programme offer?

Our 18-24 months trainee programme is organised in such a way that you will be trained for a specific target area in which you will be employed later. Depending on the field of employment you will get to know a subsidiary during an assignment abroad. You will not "get a taste" of every department but by actively working in your organisational unit you will learn every detail, about the core tasks as well as the daily business and work on your own initiative on demanding projects. In addition you will pass through relevant departments, gather experience and thus build up a network of contacts. Our trainee programmes start year-round. We publish available trainee positions on the career section of our homepage.

Optimal supervision

To make sure your start with us makes you feel at ease, your first working day will start with other new employees in our welcome meeting. In addition there will be a familiarisation programme during the first weeks. Here you will get to know the Hansgrohe structure and strategy as well as our products, customers and processes. A mentor from human resources will accompany you personally through the trainee programme and you will receive advice at each stage of the programme from a supervisor of the specialist department. The aims of each stage and feedback will be discussed together. If you like, you can join the monthly trainee get-togethers and establish some private contacts.

What are the prerequisites? We are looking for people who will contribute their own ideas, not wait to be instructed, but act on their own initiative and in doing so use their abilities in a target-oriented way. People who use their discretion and like to work as a committed, communicative personality in a team. You have completed your studies with very good results. You have spent time studying abroad, or spent some time abroad. You have a good knowledge of other languages, especially English.

Starting with professional experience

Are you looking for a job that suits your own interest?



We offer:

Distinctive skills and competence are the keys to our success. You will be working in an environment with sophisticated as well as innovative technologies and a modern process organisation with short decision-making routes. You act on your own and are given responsibility. Experienced, motivated and passionate employees work with and alongside you on interdisciplinary project teams. We have a culture of cooperation where mistakes are permitted. The result for you is a fascinating challenge.

We expect:

Our future employees will bring a high level of awareness of performance, a lot of staying power and be goal-oriented. Acting as a team player should be just as natural as taking responsibility for goals and results. Employees at Hansgrohe should be aware of opportunities, think about solutions and argue their own corner in discussions of disputed subjects. We also expect a flexibility towards change and that the company philosophy is not only lived, but also promoted. We require a passion and enthusiasm for the job. At Hansgrohe you should feel like a member of the family.

We offer more than just a job - Hansgrohe offers possibilities for development from the expert right up to the executive.

Submerge in the international world of Hansgrohe

Discover our world full of sparkling ideas.

The world is waiting for you.

Get on board with us as an employee in one of our numerous subsidiaries. The possibilities are manifold - from collaboration in production in China, to head of marketing in Argentina, as market developer in the Middle East or controller in Denmark.



So that you don't feel thrown in at the deep end when you start

Not only on a national, but also on an international level we provide a thorough and structured orientation period for our colleagues. Apart from an initial familiarisation in your country, we train our "novices" on a regular basis at our headquarters in Schiltach. The goal of the orientation weeks is to communicate not only vocational knowledge, but also Hansgrohe's company culture and thus carry our passion for water into the world. Apart from the vast volumes of information about the "Hansgrohe family", we don't want you to miss out on fun. A colourful programme around the Black Forest provides a diversion and gives a better understanding of our roots. Our employees in Germany profit from this exchange and thus allow international flavors to influence their daily work.

Always one step ahead

Systematic professional training programmes are the key to our success. As the industry's leader in innovation, qualified employees are our most important assets. That's why we prepare our international new employees to take over specialist and managerial tasks with our tailor-made programmes. Participants from our different subsidiaries get together in the International Talent Program (ITP) in order to enhance and develop their managerial competency in six modules. It is held entirely in English and aims not only to expand and further their know-how, but also to improve their methods and intercultural knowledge. And along the way the participants build up a world-wide network and this helps them profit from the experiences of the group.

Personnel development

We invest in your future!

BusinessSchool

"An investment in knowledge always pays the best interest"

Benjamin Franklin

The Hansgrohe Business School

Whether you are an apprentice, young professional, trainee, experienced skilled worker or an executive: we want to invest in your future! We not only offer opportunities and prospects to our employees, we also help them qualify for these with our Hansgrohe Business School. Because we know that the success of Hansgrohe depends most of all on the skills of our employees.

Encouraging talent

Fostering young talent is very important to us. We prefer to fill attractive positions and positions of responsibility with our own talents. In our Novices Development Program we prepare our employees specifically for advanced positions in our company. Activities with compulsory attendance, eLearning modules and project work are substantial building blocks of this programme.

Developing executives

In our company leadership stands for responsibility for tasks, taking charge of employees as well as mutually achieved results. We will not leave you to deal with this alone. Specially training measures will support you as you develop as a manager. As a new manager you will rise in the company with help from a programme specially developed for your leadership role.

Individual qualification

Unique employees often require tailor-made qualification measures. We will plan your future together and will support you individually to implement your plans. We don't mind investing in long-term further education measures leading to an advanced qualification while working.

Subject-specific qualifications

We make sure that not only our products but also our employees are cutting edge. Whether in subject-specific further education programmes within our company, or in special training programmes with external specialists: we make sure that you are fit for new challenges.

eLearning

Modern educational media are used in our personnel development. Our international sales and distribution representatives acquire their knowledge of new products via eLearning.

On site around the world

Ever since the company was established in 1901 the innovations of Hansgrohe AG with its headquarters in Schiltach (Black Forest, Germany) have time and again set trends for the bathroom, while creating new standards in the international sanitation industry. Today the company employs 3,200 employees in its 29 branches all around the world with 10 manufacturing plants on three continents.

We are represented in more than 100 countries with branches and agencies as well as partners.



Production locations in Germany:

Schiltach - Aue
Headquarters, Aquadademie, Research & Development, Service Center, Marketing, Sales, Administration

Schiltach - West
Axor collections

Offenburg 1
Hansgrohe showers
Logistics centre

Offenburg 2
Shower hoses
Pontos waterrecycling systems

Offenburg 3
Hansgrohe fittings

Alpirsbach
Faires and exhibitions

Worldwide production locations:

China - Shanghai
Hansgrohe fittings for Asia

USA - Atlanta
Hansgrohe showers and fittings for North America

France - Wasselone
Hansgrohe showers and fittings

The Netherlands - Westknollendam
Pharo steam showers and whirlpools

Our branches can be found in the following countries:

Europe
Belgium
Denmark
Germany (three branches)
France (two branches)
Great Britain
Italy
Croatia
The Netherlands (two branches)
Austria
Poland
Russia
Sweden
Switzerland
Serbia
Spain
Czech Republic
Hungary
Cyprus

Worldwide
Argentina
China
India
Japan
Singapore
South Africa
USA

Our brands

A varied choice of brands.
Tailored to the needs and desires of people in the bathroom.



The standard brand

Innovative products for all you desire in the bathroom.
From showers via bathroom and kitchen fittings to plumbing technology.



The Designer Collections

Exclusive designer bathroom collections and extraordinary spatial concepts.



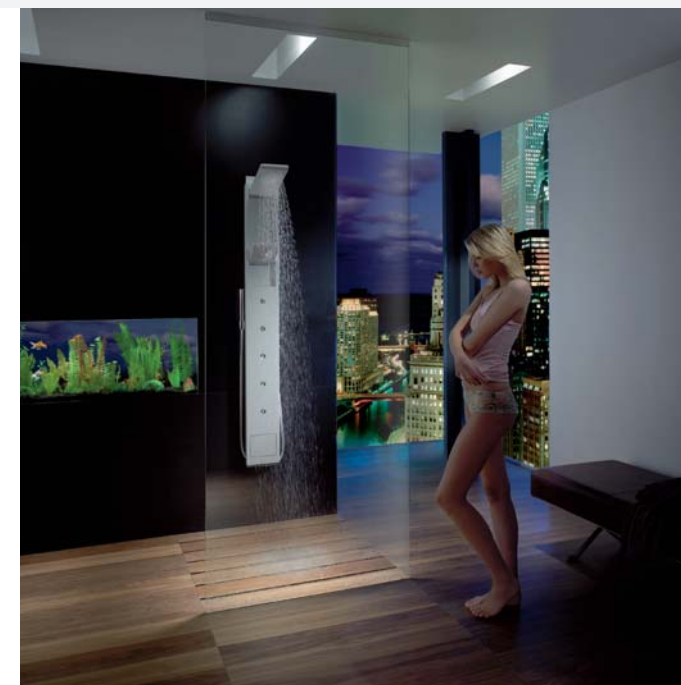
The feelgood brand

Imparts the pure experience of water and ultimate comfort.
Completely pre-assembled showering and hydro-massaging systems as well as steam chambers are part of the wide range.



The environmental section of Hansgrohe

Supports the sustainable handling of water with new recycling plants and product concepts: water from showers and baths is recycled to be used, for example, to water gardens, without the use of chemicals.



We are proud of our references

Prestigious projects were developed with the participation of the Hansgrohe group all over the world. They stand for the recognition of the innovative force, the competence in providing solutions and the productive performance of Hansgrohe in a challenging business environment.

Here are some examples:

Turning Torso
Malmö/Sweden



Grand Lisboa
Macau/China

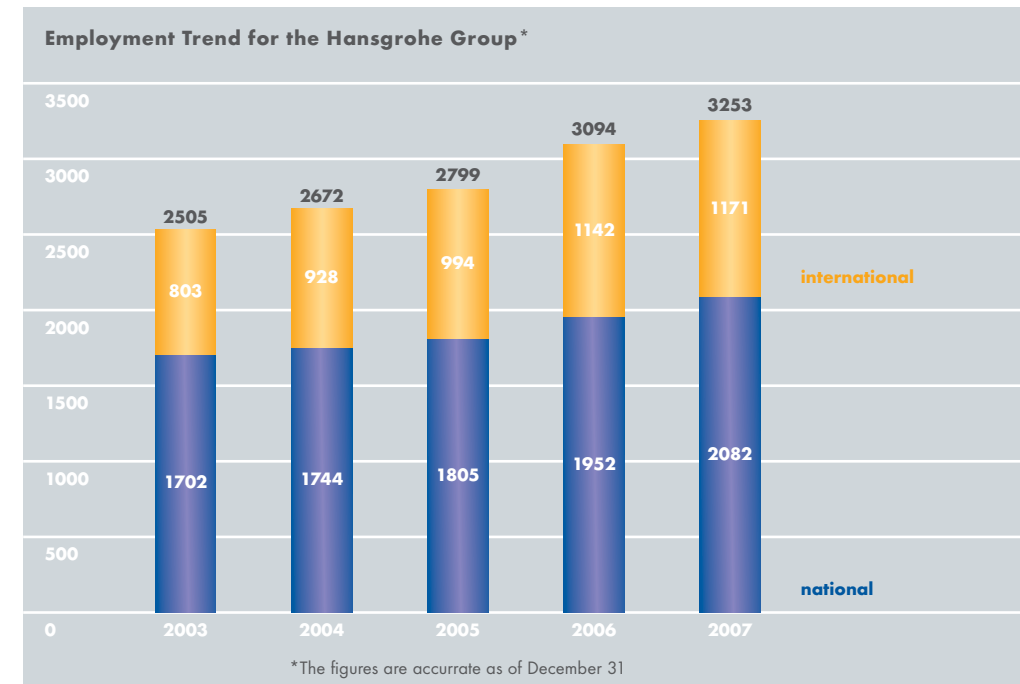
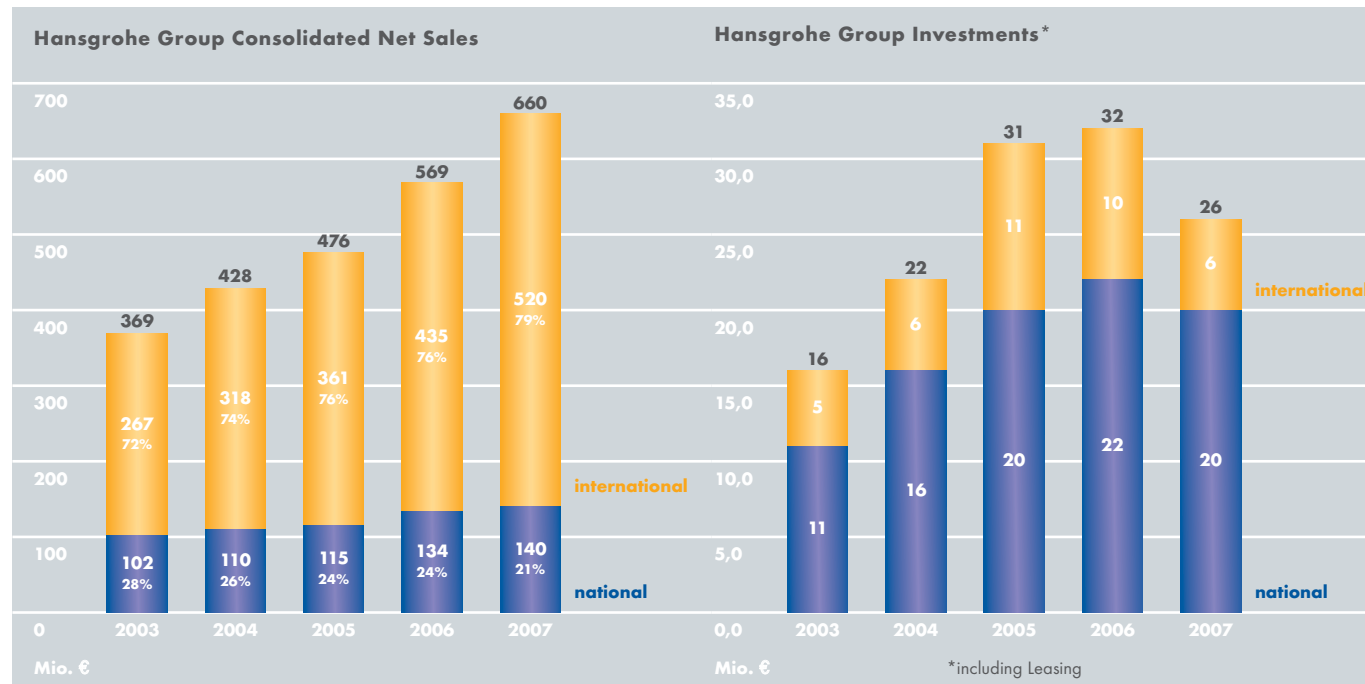
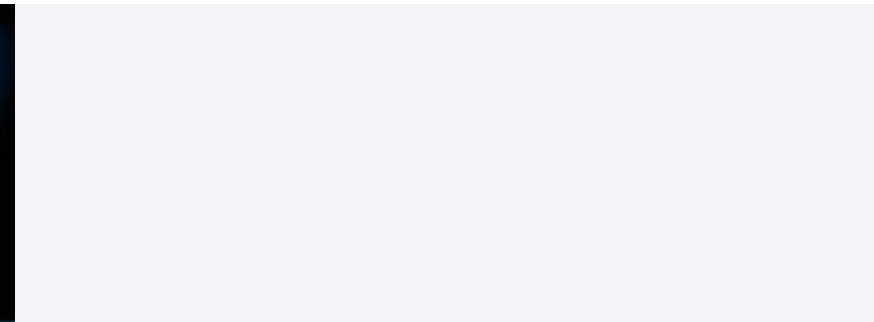
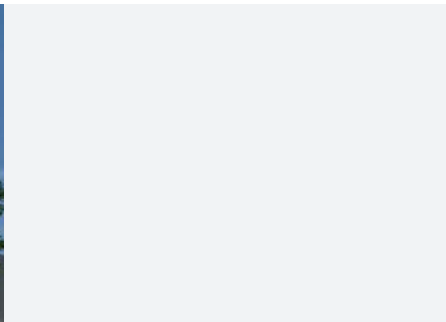
Queen Mary 2
Great Britain



Tschuggen Bergoase
Arosa/Switzerland

Bulgari Hotel
Mailand/Italy

Dates and facts - evidence of our success



Are you interested in teaming up
your intelligent head with ours?



Then go on and apply!

We are looking forward to meeting you.

Visit our online job market at www.hansgrohe.com/career and find all the information about vacant positions which we are offering at Hansgrohe at the moment. We are happy to receive your comprehensive application via our online application forms on our website.

All information can be found at: www.hansgrohe.com as well as www.hansgrohe.de

Further publications can be requested from www.hansgrohe.com/service-en:

- Hansgrohe business report
- Hansgrohe sustainability report
- Brand and product brochures