

verbinder

Issue 56

12 | 2022

The magazine of the binder group



Fairs

Impressions

Products

SPE connectors

International

binder France

A lack of ambition

At the much-discussed 2022 World Cup in Qatar, the German national team has already been knocked out during the group stage. In other words, they failed miserably. The disappointing result is the 'what'. But much worse is the 'how'. The team lacked a leader, hunger and ambition.

Is the way the national team failed a reflection of our society? Why should you struggle if things are going reasonably well? Are things just going too well for us?

A photo from the Japanese national team's dressing room made a real impression. It was spotless. You could have eaten off the floor. Discipline, diligence and order: we grew up with these virtues. Do we still have them?

On that note!

binder Marketing

The verbinder is also online

Missed the last issue of the verbinder? No problem – the digital edition brings the magazine's topics to your smartphone, tablet or PC.

www.binder-connector.com/en/news-press/our-magazine

Your opinion counts

We are open to suggestions, ideas and every form of criticism – both positive and negative – because it is only by keeping a dialogue going that the verbinder will keep its dynamic quality. So be brave and tell us what you think of the verbinder:

marketing@binder-connector.de
Tel. +49 (0) 71 32 325-448

Here's to something new

Dear reader,

2022 was shaped by numerous challenges – the general economic crisis, coronavirus, the energy crisis, supply bottlenecks, a shortage of raw materials and the war in Ukraine. Overall, our company was able to counteract the short- and mid-term effects well.

I'm very happy that we were able to achieve high order and sales volumes again this year. This is a positive and important result, because energy and raw materials prices have increased sharply and will continue to do so. Growth is essential to being able to compensate for these rising costs.

I'm certain that in the coming year, we will face other unexpected challenges in addition to the ones already mentioned. However, I'm also sure that we have the necessary foundations to continue to be successful.

In this issue of verbinder, we present some wonderful images from our November trade fairs and exciting updates from our affiliated companies binder France, binder Netherlands and binder precision parts.

I wish you and your families a wonderful Christmas and a positive start to the new year.

Happy reading!

Kindest regards,



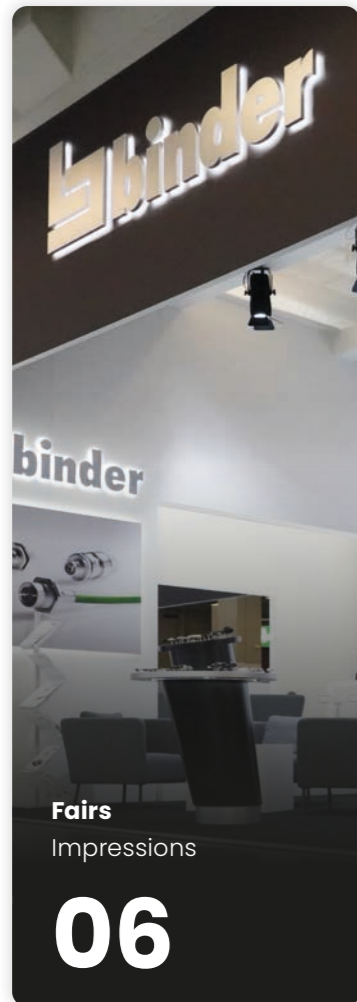
Markus Binder

General Manager of the binder group



Content

Issue 56



Fairs
Impressions

06

Single-Pair Ethernet

Easy-to-mount
M8 connectors

10

CONTENT



M12 power connector
Versatile use

14

Automation segment

Presenting the
department

18

Electrical testing systems

Quality guarantee

20

IP management

Protecting intellectual
property

22

Idea management

Success stories

26

Training and studies

Global event at binder

28

Internal company communications

Digital notice boards

30

binder France

Ambitious targets

32

CONTENT

binder Netherlands

Continuous development

36



binder precision parts
Room for growth

38

Works Meeting 2022

Varied programme

40



Health Day 2022
Great reception

42

binder in figures

Current overview

46

02 Comment

03 Editorial

47 Boilerplate

47 Credits



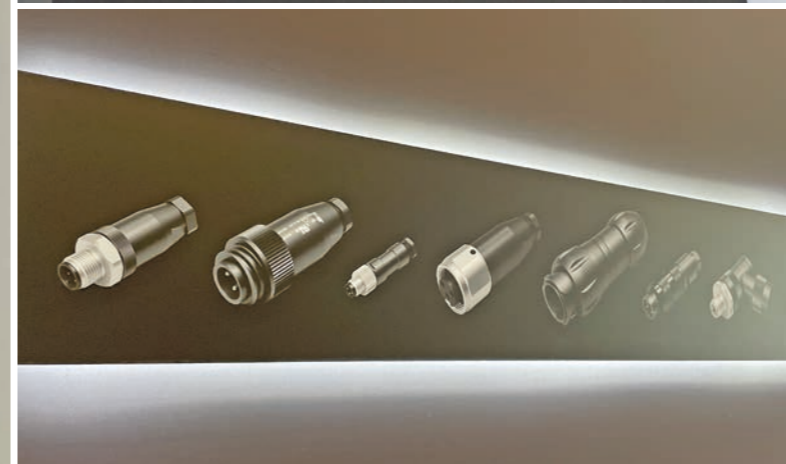
Fair impressions

SPS // NUREMBERG | 8-10 November 2022

COMPAMED // DUSSELDORF | 14-17 November 2022

ELECTRONICA // MUNICH | 15-18 November 2022





binder

DABEI.

SPS // NÜRNBERG
08.-10. November 2022
Halle 10.0 | Stand 310

COMPAMED // DÜSSELDORF
14.-17. November 2022
Halle 8A | Stand F20

ELECTRONICA // MÜNCHEN
15.-18. November 2022
Halle B2 | Stand 261
Halle A2 | Stand 175

www.binder-connector.de



Product launch:
field-wireable M8 connectors for
Single-Pair Ethernet

SPE – seamless and sustainable end-to-end connectivity

Cost-efficient and resources-saving device connection via only one pair of wires is a pioneering trend in industrial cabling. In accordance with the specifications of the IEC standards 63171-5 and 63171-6 for Single-Pair Ethernet, binder develops compact M8 solutions for data and power transmission in the factory and process automation environment.

Text Editorial team

Ethernet in factory and process automation

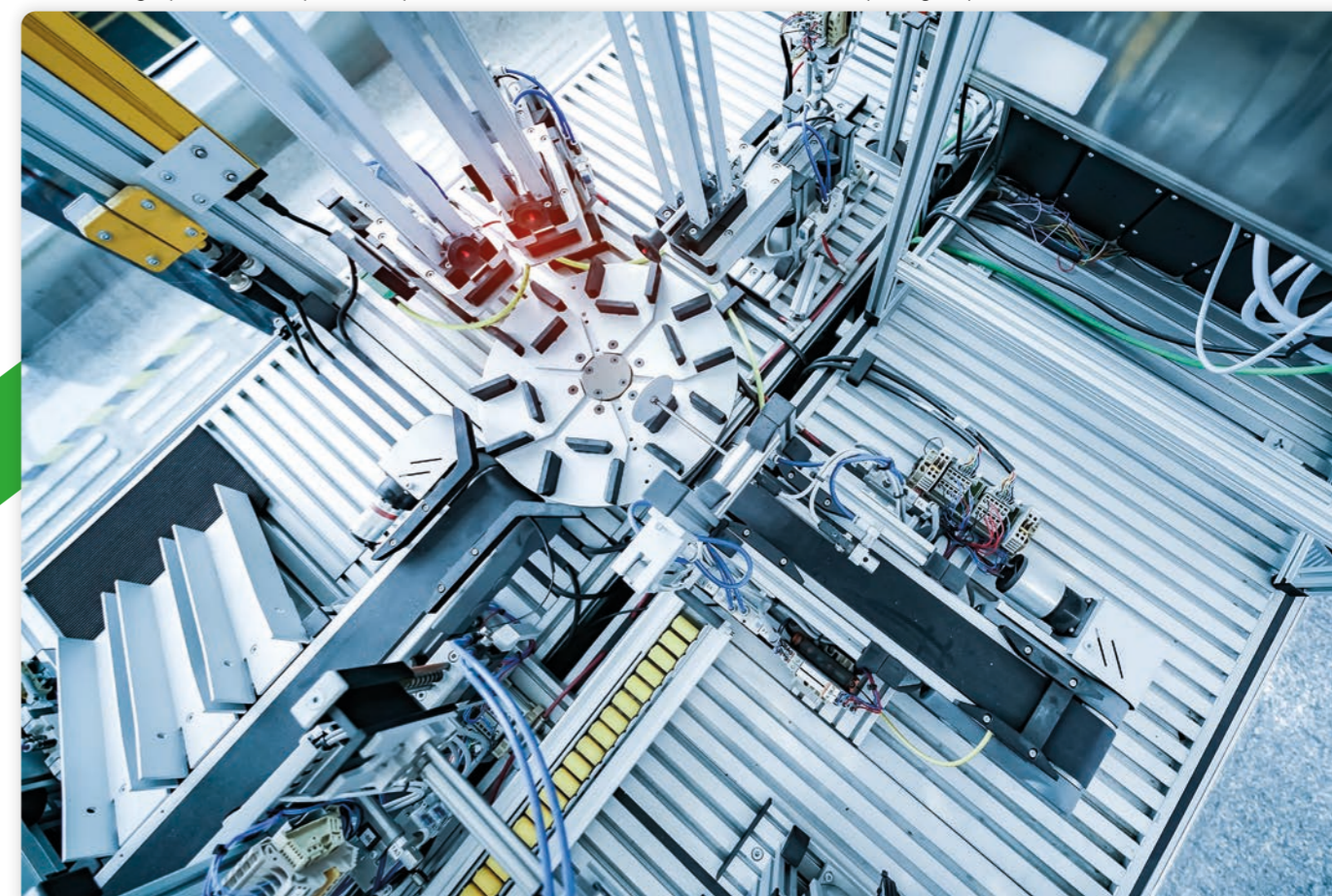
Industrial automation technology is transitioning from hierarchical to decentralized architectures that offer higher productivity and more security for manufacturing companies' networks. Decentralization is increasing the number of connected devices in the field, which also creates a greater need for interfaces. Decentralized automation components, i.e. sensors, actuators, controllers, gateways, and embedded or edge computers, are subject

to strict requirements in terms of miniaturization and, particularly important at the present time, energy efficiency. In terms of electrical connection technology, this is being mirrored in design criteria such as compact construction, mechanical ruggedness, reliability, and signal integrity.

Another feature of future manufacturing solutions is end-to-end communication: As Industrie 4.0 advances, Industrial Ethernet is penetrating traditional automation levels and ensuring seamless end-

to-end data transmission from the field-level sensor through the control and operating levels to the cloud. This continuity enables users to access real-time device data in addition to process data and use it for production planning, process control and data analysis.

SPE offers high-performance, particularly cost-effective, and sustainable field connectivity using only one twin wire.



SPE: focus on cost and resources

On the one hand, digitization, decentralization and seamless end-to-end data transmission drive the demand for connectors in the automation market; on the other hand, they sharpen the requirements on product functionality and properties. The cost-effectiveness of the connectivity solutions, measured both in terms of the materials and energy required and the installation effort, is coming into even greater focus than before. Single-Pair Ethernet allows high-performance and particularly cost-effective wiring of field components using only one twin wire. The technology thus stands for cost-effective, sustainable networking.

The wiring method already established in automotive engineering has the potential to meet the requirements of many applications in industrial automation as well: Depending on the distance, devices with gigabit transmission rates can be integrated into Ethernet networks via the single pair of wires. Power over Data Line (PoDL) can be used to supply power to the instrumentation via the same pair of wires. In addition to sensors and actuators – in the power range of the previous

Power over Ethernet (PoE) – camera-based systems for test and measurement can also be connected and supplied via PoDL, for example.

Dieter Sandula, Product Manager at binder, comments: „SPE will undoubtedly make its way into the existing data infrastructure. This type of data transmission can lead to more sustainable systems that improve cost-effectiveness in automation. In addition, reduced consumption of resources in manufacturing and processing ultimately brings an environmentally sustainable advantage.“

Product design according to IEC standard

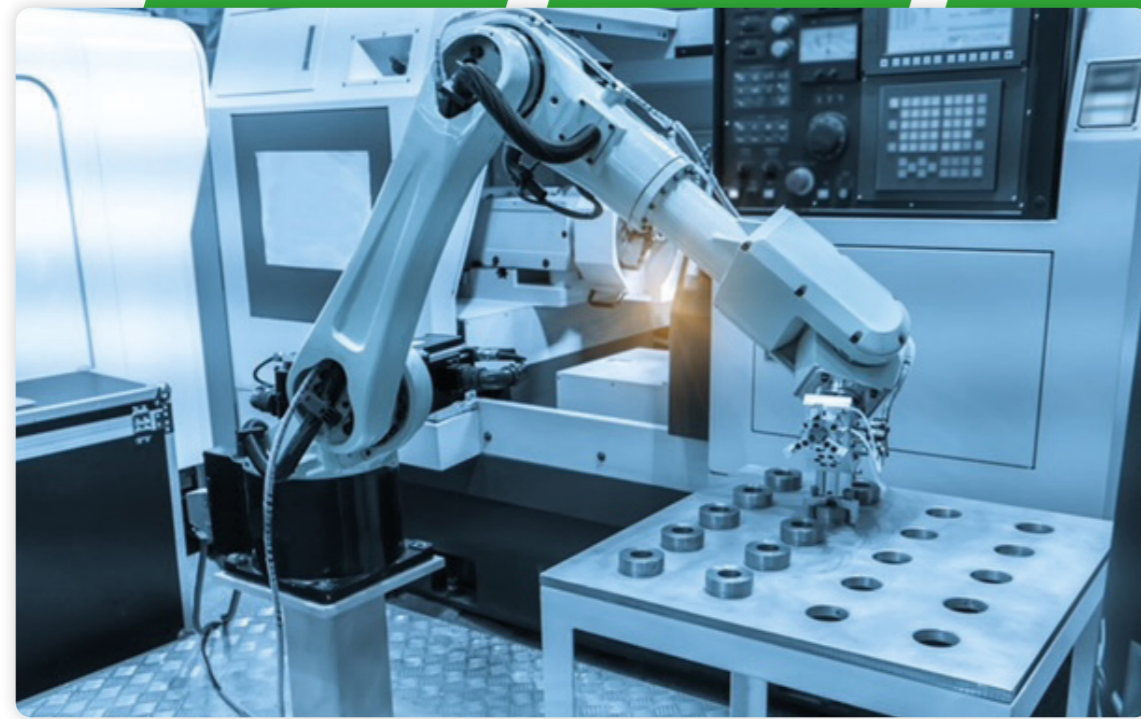
binder is currently developing products to meet IEC standards 63171-5 and 63171-6 for Single-Pair Ethernet. The standards define the physical dimensions as well as the mechanical, electrical and transmission characteristics; also the environmental requirements, test specifications, and mating faces for SPE data transmission. They cover both shielded and unshielded connectors, which must be designed to interoperate and be interchangeable in terms of their internal transmission performance.

The current product development at binder is based on two base technologies: on the one hand, power supply via PoDL, and on the other hand, a hybrid concept that provides separate data and power transmission. Accordingly, the new SPE products of the 808 series are 2- and 4-pin M8 connectors as well as the respective mating device connectors according to IEC 63171-5 and IEC 63171-6, respectively. The field-wireable connectors are intended for flexible termination directly in the field and will be available from 2023. ■

Single-Pair Ethernet stands for cost-effective, sustainable networking.

NEW STYLE BROCHURES





The M12 power connector from binder is ideal for use in industrial robot systems

M12 Power Connectors

Equipped for high demands in the industrial environment

In the competitive world of industrial connectivity, the M12 connector is a highly popular solution. Part of the metric connector family which includes the smaller M5 and M8, the M12 has found a huge range of applications within industry and beyond.

Text Editorial team

SALES

The M12 delivers a range of features that make it ideal as a connectivity solution for the tough environment of the factory floor. The key to the M12 series is its screw locking system, using the 12mm metric thread that gives the connector its name. This threaded locking system creates a secure connection, and the cylindrical design is both compact and strong, making the M12 ideal for the tough conditions found in industrial applications. Many M12 connectors even offer protection against harsh environments and are sealed against moisture and chemical ingress.

Popular and Versatile

The features of the M12 have made it a popular choice for designers of industrial automation equipment, who value the connector system's versatility. The ability of the M12 to deliver power, data and signal has led to its adoption for a wide range of devices. However, the possibility of mating a connector carrying power to a delicate sensor or a network router creates the potential for dangerous situations.

To minimise this risk, the M12 connector employs features that will prevent incorrect

employment. Each application uses a different combination of contact arrangements and keyways that are unique to specific applications, governed by a series of codes.

Each code has been created to suit a particular type of use. The M12 Power family from binder delivers connectors that are suitable for both AC and DC power applications. The 814 and 824 series are suitable for power installations up to 630 V AC. The 814 series features S-coding and is avail-

able with 2 poles or 3 poles, plus a leading earth pin to provide electrical safety in AC applications. They are capable of currents up to 16 A, while the K-code 824 series features 4 poles and an earth contact (4+PE) capable of carrying 12 A. ▶



The S-coded connectors of the 814 series have been developed for use in AC power supply systems up to 630 VAC



Essential for automation: M12 and M12 Power control cabinet lead-throughs

AC and DC Power

For connectors intended for direct current, the 813 and 823 series are designed to provide 63 V power. The 813 series uses T-coding and is fitted with 4 contacts that can carry currents of up to 16 A. Its partner is the L-coded 823 series that offers an extra earth contact and is rated to currents of 12 A.

All members of binder's M12 Power family share a number of key features. All are sealed to IP67, which means that they are protected against the moisture typically found on the factory floor. This makes them

ideal for demanding industrial processes, while also providing solutions for connectors in a wide range of other exposed installations, from architectural lighting to security equipment.

Virtually all M12 installations will include a cable-mounted connector. The M12 Power family offers the installers a range of choices to suit different requirements. For new equipment, designers can make extensive use of pre-made cables. These cables feature cable protection that is overmoulded directly onto the connector to create a slim, sealed termination that is fully-tested and ready for

use. This saves an enormous amount of time during installation and makes the task simpler.

Not all applications can make use of ready-made cables. Some installations take place in hard-to-reach locations, while others require repairs and maintenance to be carried out on a machine already in use. For these occasions, the M12 Power family from offers field wireable solutions. Using screw clamp connections, they can be installed in the field with common hand tools. This makes the M12 Power family ideal for maintenance personnel

who must repair or reroute cables in-situ.

Panel Mounting Options

Alongside cable connectors, the M12 Power family includes a comprehensive range of panel-mounting connectors. These are used for equipment and bulkhead-mounting applications, and are available in wired and printed circuit board (dip solder) versions. Offering the same environmental protection as the cable-mounted connectors, these panel mounting solutions are ideal for providing power to the machines and equipment that must be installed on the factory floor.

The M12 Power family also features a range of control cabinet feed-throughs. These are

panel-mounted, double ended connectors that allow the easy mating of cables from the modules in the control cabinet to the equipment installed in the field. They are available in the same range of coding options as the conventional connectors, adding a great deal of flexibility to installation.

There will sometimes be occasions on which designers cannot find the perfect solution. While the M12 Power family offers a range of options and contact arrangements, some applications require a mix of small, signal connections with the robustness of power contacts. Drawing upon its extensive expertise in providing customised solutions for custom applications, binder can design and manufacture custom M12 connectors. These

combine different contact types to create a connector solution that is tailored to customers' requirements, while taking advantage of the features and familiarity of the M12 family.

Conclusion

The M12 Power family from binder offers a comprehensive solution to the problem of providing power connectivity in harsh conditions. With features that are ideal for the factory automation industry and beyond, the M12 Power family delivers reliability and versatility, even in the most demanding applications. ■

All binder M12 power connectors have a series of important features in common. They are all sealed in accordance with protection class IP67, making them ideal for demanding industrial processes.



Bowl feeders specially designed for the material – in this case gold-plated contacts – separate and convey the parts using vibration and air pressure

Presenting the automation segment

On the second floor of the new production and logistics centre in Neckarsulm, you can find the production department, which before the move was housed in the old Plant 2. Around 250 employees currently work here in three shifts, in a space measuring about 2,000 m².

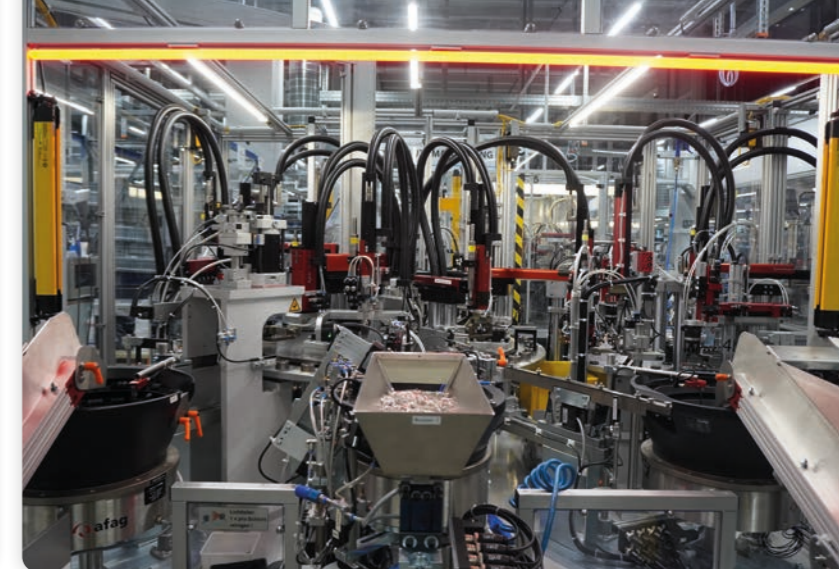
In this edition of verbinder, we present the automation segment – one of binder's four manufacturing areas.

Text Simon Prang, Kathrin Gutöhrle and Ramona Wimmer

Occupying about 1,700 m² of production space, automation is the segment with the strongest sales in the newly built Plant 2. Around 35% of the sales generated in the

building come from this area. As for what it does, the clue is in the name: firstly, many products from this segment are destined for the automation industry. Secondly, the segment

itself boasts a high degree of automation, with 12 fully automatic assembly machines, two semi-automatic assembly systems, two fully automatic packaging machines and six



Efficient path to the end product (photo left): with fully automatic assembly machines (photo right) the individual steps at each of the work stations are synchronised to each other

manual packaging machines. In any given month, more than a million units of various products are produced here.

Just-in-time production on the assembly lines

Working on the machines requires a high degree of technical skill and understanding of the processes. All employees are therefore specially trained on the machines and the products: every movement must be sure.

The assembly systems are operated according to the 'just-in-time' principle. This ensures that only the required amount of materials in each case are processed at the right time. Each assembly machine is designed for specific units. At the start of the process, employees take the individual components from their storage locations on the basis of production documents, check they are correct and allocate them to the relevant machine. The individual parts are put into bowl feeders specially designed

for the material. These separate and convey the parts using vibration and air pressure, so that they are later fed into a guide rail in the machine in just the right position.

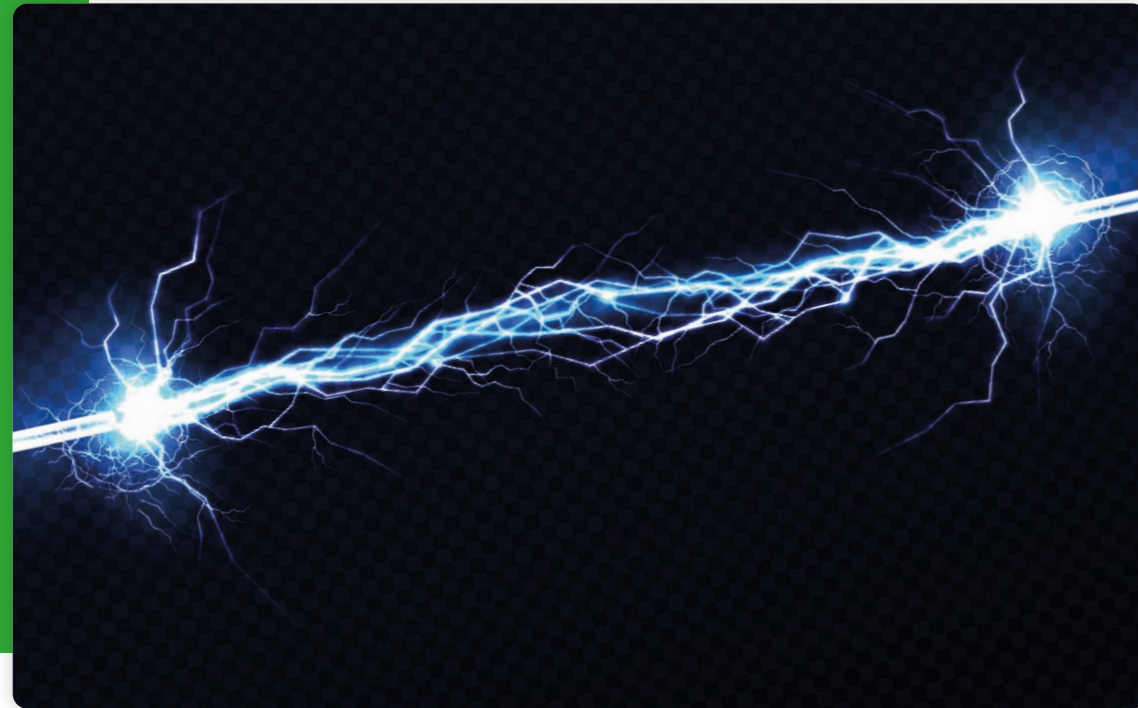
Automation and precisely synchronised sequences

A picker arm collects the components waiting on the guide rail and then places them in the correct position in a device on the rotary table. The rotary table then moves them on to the next assembly station. When developing the systems, it is ensured that the individual steps at each of the work stations are synchronised with each other. In this way, it is possible to achieve extremely short waiting times between stations. At the last station, the assembled parts are turned out into a crate and can be conveyed to further production steps. ■

About the authors



Simon Prang has been working at binder as a Production Assistant in Plant 2 (PW-2) since 2018. **Kathrin Gutöhrle** (at binder since 2011) and **Ramona Wimmer** (at binder since 1998) are the two Segment Officers for the B segment (automation) and are also appointed first aiders.



Electrical testing

Using high voltage for quality

How does binder actually ensure that the connectors or cable connectors produced meet the customer's electrical requirements during and after manufacturing? To achieve this, all products that are equipped with a cable, certain products with strands, and medical products are 100% electrically tested at binder. Specifically, wherever possible, the products are tested for connection, for mixed-up strands, for short circuits and for high voltage. In doing so, binder works with highly specific solutions.

Text Boris Günther

Electrical testing at binder is carried out with the assistance of electrical testing systems from WEETECH in Wertheim. This

company supplies high-voltage testers, while binder develops and constructs the associated testing mechanism.

The mechanism consists of the relevant adaptation of the tester with the test mechanism, the test platform for

the contact with the connector and the selection of the tested products on the production line. This testing mechanism is used to test our connectors at the binder headquarters in Neckarsulm, at binder cable assemblies in Hungary and at binder USA and binder China.

Requirements for electrical testing

To set up the necessary test program, a special piece of programming software from the test system manufacturer is required. Using this, all the necessary programs are tailored to the products, written and validated by binder quality control employees centrally in Plant 3 for all locations.

In the implementation, a distinction is then made between semi-automatic and manual testing. Manual testing is conducted in measuring booths. Here, the test programs are selected manually by entering the relevant product number via the program. Semi-automatic testing, on the other hand, takes place on test benches with automatic selection of 'good' or 'bad' parts via a conveyor belt. Here, the test program is selected automatically by scanning in the production order, which is followed by the detection of the corresponding test platform. Th-

rough this automatic allocation, a test document is generated and archived on completion of the order. Last but not least, the system also sends an automatic acknowledgement of the order to the SAP system.

Test procedure

The electrical tests usually proceed as follows:

1. The employee connects the part to be tested to the designated test platform and starts the test by stepping outside the light barrier.
2. Then the test program runs through tests for connection, mix-ups, short circuits and high voltage.
3. If all these tests return no errors, the test piece is automatically ejected and conveyed to the packaging table.

To ensure this process always runs smoothly and reliably, all test systems are subject to central test equipment monitoring. As part of this, test systems must be regularly serviced and calibrated. The quality control employees are also responsible for this work, which they carry out and document annually. ■

About the author



Boris Günther, at binder since 2013, works as a Team Leader in the Quality Projects & Delivery Management (T-QPL) department and as an auditor.



IP management

Intellectual property rights support company success

binder is now a globally active company. One of the crucial factors contributing to the success of the company is business operations than run as smoothly as possible. Professional handling of intellectual property (IP) has a preventive role to play in this. But what exactly are the tasks involved and the significance of IP management, and how does binder protect its intellectual property?

Text Michael Finke

binder recognises that, in a global market, it is necessary to take comprehensive measures to protect the company, the brand and its own products. This is a complex task, which requires an appropriate management system. IP management at binder is based on DIN 77006. In this context, as well as an appropriate organisational system, it is also essential to have the right equipment. An IP database has therefore been set up, which effectively supports binder with administration and information gathering.

Important areas of activity that fall under IP management include minimising IP-based

risks, ensuring the suppression of imitations of the brand and products, and shaping and protecting the company's market position. This is all very well to say, but how is it put into practice?

Protecting against risks through intellectual property management

Let us consider the example of IP-based risks. Here, one important goal is ensuring that binder's entrepreneurial freedom is not curtailed by the intellectual property rights of third parties.

binder has therefore set up an IP monitoring system, which researches and evaluates all

new patent applications worldwide that are of significance for the binder brand and its own products. If intellectual property rights are granted that restrict binder in any way, or if the company's own rights are infringed upon, appropriate countermeasures can then be initiated where appropriate.

In such cases, binder's scope of action is thus restored, allowing it to place its own products on the market and generate economic benefit through them. Additional scope of action is furthermore ensured by the binder IP portfolio.

Protecting intellectual property

There are various intellectual property rights that are available to help suppress imitations. The binder brand is registered in Europe, various countries in Asia and in the USA, and is therefore protected in its key markets. Only by acquiring this kind of intellectual property right is it possible to enforce prohibition rights in the case of an infringement of intellectual property rights by a third party. ▶

The binder brand is registered in Europe, various countries in Asia and in the USA, and is therefore protected in its key markets.

This is very important: any possible improper use of the brand not only damages the company's reputation, and potentially generates unjustified complaints, but also usually results in the loss of market shares. In a global market especially, it is therefore extremely important to ensure that the brand identity is unmistakably recognisable and protected as effectively as possible.

binder products are of course also optimally protected. For this, a patent, a utility model or, depending on the situation, a design patent may be useful. This is decided individually based on which variant offers the best protection. It ensures that binder's innovations, as well as the associated development costs, are not simply skimmed off as a result of blatant plagiarism by third parties.

IP management is a task for the whole company

These examples demonstrate how complex the situations really are. The IP management system supports binder in dealing with the everyday tasks required for the business to run smoothly and contributes to good business results.

The tasks involved in IP management include protecting

not only the company, but also its long-term, innovative development – that is, securing its future. Your ideas are also wanted for this – at binder, everyone is invited to contribute!

Finally, one more intellectual property management task needs to be mentioned: it is important to continue developing what we call IP awareness in binder employees. For this there are training courses available, for example, which can be found in the binder training catalogue. If there is a need for additional, specific training, you are also welcome to contact the Patent and Innovation Management department (T-PI) directly. ■

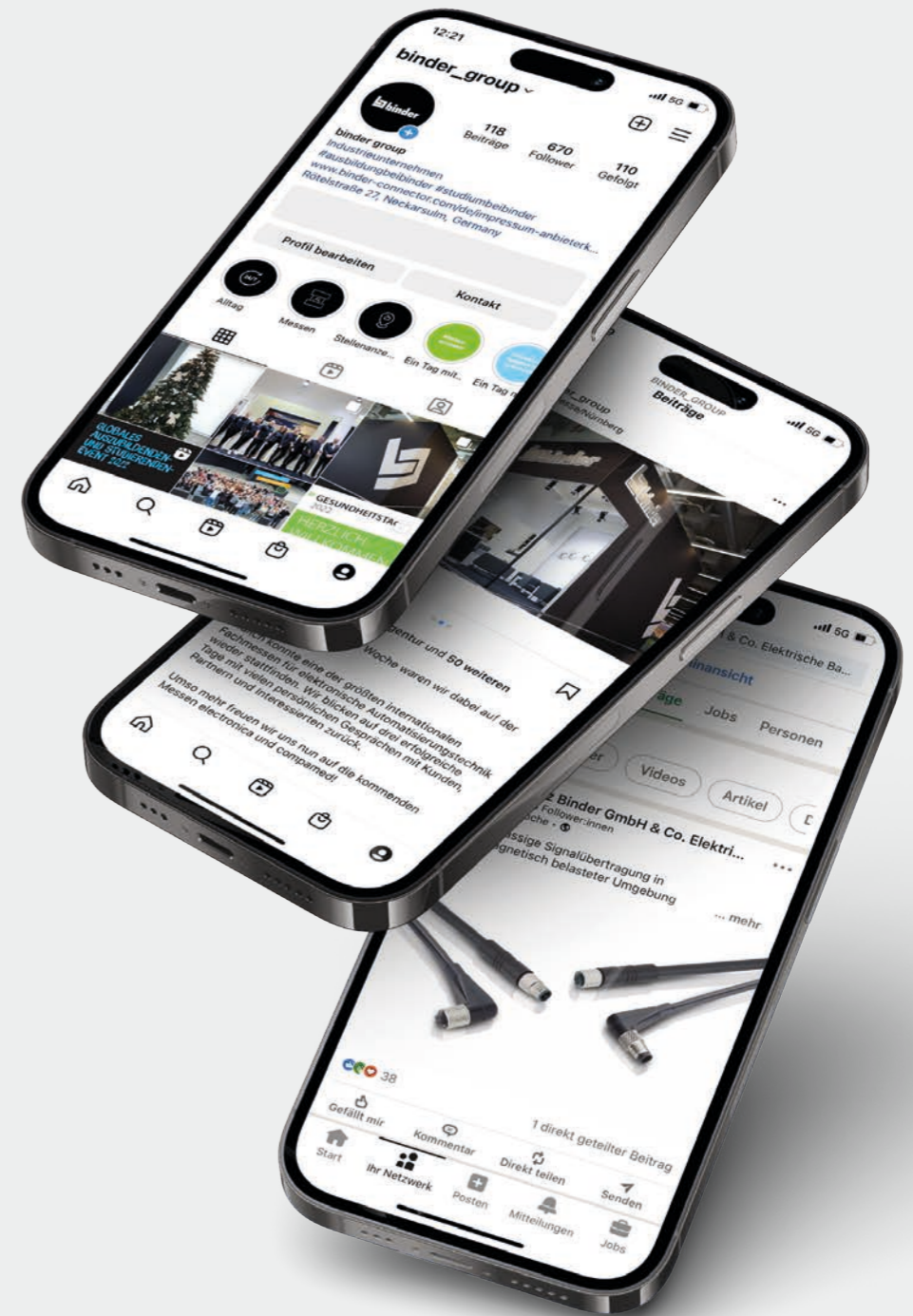
About the author



Michael Finke has been at binder since 1999 and works as a Team Leader in the Patent and Innovation Management (T-PI) division.

The tasks involved in IP management include protecting not only the company, but also its sustainable, innovative development – that is, securing its future.

NEW STYLE SOCIAL MEDIA



Success stories from the world of idea management at binder **binder employee ideas in focus**



'Everything just gets rejected anyway' is a phrase that is sadly still heard too often when it comes to idea management at binder. We would like to take this opportunity to offer a few tips and inspiring success stories to help clear up this misconception. All employees can and are encouraged to submit their suggestions, individually or in groups: every idea is welcome!

Text Lina Richter

The implementation rate for employee ideas at binder is currently at about 20%. In comparison with other companies, this is unfortunately still significantly lower than average. However, teamwork makes the dream work – the success of idea management depends on the participation of everyone involved.

What characterises a viable idea?

For an idea to be viable in practice, it needs to improve an existing situation in some way. The suggestion for improvement should also be new and should outline a specific solution. If, in addition, the costs and benefits can already be

estimated, this also increases the likelihood of the suggestion being implemented.

Ultimately it is the specialists and managers who decide whether the proposed solution can be implemented. But even if the idea is rejected at this point, employees can look for an alternative solution and suggest this.

The following are therefore important success factors:

- The idea is recorded in writing in the cloud.
- The proposed solution improves an existing situation in a verifiable way.

- Those suggesting the idea connect with each other and with specialists and managers.

The idea management team will also be happy to support you in submitting your idea.

Success story 1: Idea 2022-00025 'Assembly point'

The first success story brings a boost to safety in the case of a fire. Perhaps you have already noticed the small green signs around the new Plant 2 building, which indicate to employees the way to the assembly point. It was possible to implement this practical idea within the space of four months thanks

to good cooperation between the person who submitted it, the idea management team, work safety, marketing and maintenance.

Success story 2: Idea 2022-00037 'Product alteration M18 Female cable connector (09 0440 10 04)'

This idea from an employee results in greater efficiency. Up until September 2022, the female socket inserts and coupling sleeves of the M18 female cable connector were screwed together and packed in cardboard boxes. The suggestion was made to stop screwing the two units together and alter the packaging accordingly.

Industrial engineering, product management and controlling considered this idea thoroughly. Through this it became clear that implementing the suggestion would result in a calculable economic benefit, i.e. a saving for the company. All the parties involved therefore worked hard to implement the idea as quickly as possible.

Success story 3: Idea 2022-00022 'Optimising Somos piping'

In this example, too, an employee idea contributed to im-

provements in the production process. As part of processing plastics in Plant 1, granulates often have to be transported over long distances. This puts a lot of strain on the plastic hose lines. If a hose line is damaged, this frequently leads to disruptions or even standstills in production.

Since the switch was made from plastic hoses to steel pipes, as suggested by a production employee, material supply in plastics production has improved significantly and there are fewer disruptions. ■

Have you got a good idea too?

Ideas can be submitted online at <https://binder.ideas.cloud> or else simply via your smartphone:

SCAN QR-CODE



About the author



Lina Richter has been at binder since 2014 and has been working in the Value Stream Mapping (P-IE-WSP) department since October 2020. She and Jörg Wohlbach are jointly responsible for the further development of the Idea Management (M.I.B.).

Still got questions about employee ideas at binder?

Feel free to get in touch with:

Jörg Wohlbach (K-PW)
+49 7132 325-160
j.wohlbach@binder-connector.de

Lina Richter (P-WSP)
+49 7132 325-313
l.richter@binder-connector.de



The participants in the global apprentice and student event 2022 at the binder headquarters in Neckarsulm

Global apprentice and student event 2022

The binder apprentice and student event could finally take place as usual again after a two-year break due to the COVID-19 pandemic. From 19 to 21 October 2022, all the apprentices and students at binder headquarters and affiliated companies binder cable assemblies, binder galvanic surfaces, binder introbest, binder precision parts and MPE-Garry came together at the headquarters in Neckarsulm.

Text Lucca Stoppani

The event began with a shared meal at the nearby Wartberg hill in Heilbronn. As with previous apprentice events, however, the first evening together this year did not stop at just a meal. The

night's activities also featured a singing performance by the respective apprentice cohorts. To give you the background: in the past it has become a tradition at apprentice events

for each apprentice year group to perform a song for all the others. The 2020 cohort kicked off with the Nena hit '99 Luftballons', which was followed by the 2021 year group, who delighted

the audience with 'I Want It That Way' by The Backstreet Boys. The culmination came from the newest group of apprentices – those who started in September 2022 – who gave a rendition of 'Country Roads'.

Completing team tasks together

Invigorated and in high spirits, the event continued the following day with a company presentation from the commercial manager Siegbert Vollert. This was complemented by a company tour through the new production and logistics centre. The participating apprentices and students particularly enjoyed getting a peek at the new building on Rötelstrasse.

Following a warm welcome from Markus Binder, the General Manager of the binder group, in the afternoon it was time for some exciting team events. The group event 'Operation Mindfall' took the form of an outdoor escape room for the apprentices and students. In mixed groups, all the participants set off through Heilbronn and Neckarsulm looking for clues, solved intriguing puzzles, showed off their agility in team tasks and every now and then took a fun photo together, which was also part of the day's event. The aim of

the operation was to stop a virus from spreading, which of course could only be managed by completing the tasks.

An evening of good company and magic

After their successful puzzling in the afternoon, the participants then had some time to themselves to rest in the early part of the evening. Following this they headed off to the binder headquarters for a shared meal. There was a short welcome speech before a varied buffet was opened. The prize-giving for the team event also formed part of the evening. This provided an opportunity to display the group pictures gathered over the course of the day to all participants on a big screen, which gave rise to some laughter and clearly relaxed the mood.

The main attraction of the evening was magician and illusionist Daniel. With great enthusiasm and many fascinating tricks, he captivated his audience and – as you might expect from an illusionist – brought about utter amazement.

As even the greatest days must come to an end, the rest of the time was spent simply being together in a relaxed atmosphere, taking a few goofy photos at

the photo booth and chatting a bit more about each other's training courses – with everyone wanting to know how things were done at the other locations. ■

About the author



Lucca Stoppani has been at binder since 2019 and, after successfully completing his training as an industrial management assistant, he now works in the Controlling department (K-CO). After his role as chairperson of the JAV (youth and apprentice council) for the past two years, he is now acting as substitute chairperson.



Now in use: our new digital notice boards

binder goes digital

Notice boards pinned with sheets of paper are behind the times. So we've given them a digital revamp! Since 5 October 2022, digital notice boards have been in use and have been improving the most commonly used communications channel for employees without PC access ever since. A true asset for everyone!

Text Evelin Minz

Digitalisation essentially means converting analogue data and processes into a digital format. One first important step in this direction was the launch of the intranet on 15 December 2021, which gave binder an entirely new look: more structure, a modern design, and notice-

able added value. With this, binder is on the best path to digitalising the company. The newly introduced digital notice boards are a further key step towards improving internal company communications and increasing binder's presence in the digital world.

What even is a digital notice board?

At binder, we especially value transparent and open communication, so for our next step towards digitalisation, we decided to focus on our notice boards. A digital notice

board is essentially a digital touchscreen where all internal company information can be found. It replaces the previous magnetic boards as a modern, paper-free solution. Employees can also use the notice boards to access the company website, the intranet, the latest social media posts from binder and much more. All our news can be found quickly and easily – simply have a tap!

How can I find all the current information?

As is familiar from the tried-and-tested notice boards, the content is divided into different areas. From new information from senior management and current internal vacancies to the lunch menu, everything can now be found even more clearly at a glance. Simply use your finger to tap on one of the tiles to open all current and relevant documents from this area. If something new has been uploaded recently, this is shown by a red dot on the respective tile. As a result, you can always recognise the latest information instantly and clearly in the News area – it's hard to miss.

Where can I find the digital notice boards?

To ensure optimal use of the digital notice boards, it's important that they are positioned at key locations. In some cases, they have therefore been set up in the same places as the magnetic boards used to be. In addition, they have been mounted in highly frequented corridors. Every plant and every administrative building has at least one digital notice board, with more also being planned in various places. The current locations are:

- WIT-E0
 - Toolmaking area
- WIV2-E0
 - Entrance
- W2A-E0
 - Entrance to multi-storey car park
- W2A-E4
 - Main entrance to cafeteria

Get active and enjoy using our digital notice boards! ■

About the author



Evelin Minz joined the company in September 2019. After successfully completing her training as a management assistant in marketing communication, she has been responsible for binder's social media channels in the Marketing department since July 2022.

Still got questions about the digital notice boards?

Feel free to get in touch with

Evelin Minz (GL-MA)
+49 7132 325-239
e.minz@binder-connector.de



The binder France team: Sylvain Bruno, Fabien Rohr, Laurent Teyssier and Alexandre Mure (back row l. to r.) and Valérie Verbraeken, Karine Deniau and Stéphanie Poursin (front row l. to r.)

Time waits for no one

There are many sayings that involve time. Time is money. Time is the wisest counsellor. And, perhaps most simply of all, time flies. It is coming up on the two-year anniversary since Catherine Mitchell handed over the company reins to me, making it high time for a look back at what we've achieved – and a glimpse of what the future holds.

Text Sylvain Bruno

In the months prior to her retirement, Catherine Mitchell had made sure everything was well prepared for my takeover of the management role at binder France. The efforts of the entire team ensured the transitional period was a smooth one, though the first few months were nevertheless difficult due to the COVID pandemic and supply shortages. It was certainly a baptism of fire, and I had to learn on the job. But by always relying on my core values – trust, respect and team spirit – we managed to navigate the lows well and enjoy the highs as they came. For that I think we can all be thankful.

Milestone after milestone

These past two years have been full of celebrations big and small. One major milestone was ensuring compli-

ance with the General Data Protection Regulation, which called for cooperation across our teams at binder France. We also digitised our paper invoices, updated various procedures, and implemented new regulations to safeguard the security of all binder France premises and ensure on-site occupational safety.

Replenishing the stocks

My top priority from day one was to increase binder France's existing inventory, so that we could continue to supply our main markets – robotics, medical, etc. – while being able to cater for future customer requirements. This need was made all the more clear in the face of global supply shortages. And while I wasn't keen on having surplus stock, I likewise didn't want to be in a situation where we were

unable to assist our customers going forward. As the old adage goes: no stock means no orders. Despite our best efforts, this did happen in a few cases, which was frustrating, but we soon managed to get back on track. Our sales figures are now rising steadily, and our customers are more likely to remain with us when sourcing parts for their prototypes rather than seeking out the competition.

Sensible recruiting

Our recruitment figures were steady in 2021. After building up our stocks, we found it was no longer sufficient to have only one person overseeing the inventory, so we hired Fabien Rohr in October 2021. Being able to rely on two people allows us to have a rotating inventory, with no interruptions to our activities. ►

'By sticking to my core values – trust, respect and team spirit – we've been able to successfully overcome the lows and use the highs to our advantage.'

A focus on the French market

While we do cater to many startups and engineering firms in France, production is still frequently being sourced from abroad (primarily Asia). Our challenge in the next few years is to consolidate the business we have in Europe and build new links. These efforts will be bolstered by the current government, which wants to bring more industry to France. The customers we do have all appreciate our flexibility and responsiveness, which bodes well for the future.

Looking to the future

After several postponements, I am confident we will implement SAP at binder France next year. Aside from that, one key area of focus is to obtain ISO 9001 certification, so we can keep pace with our competitors and meet our customers' and distributors' requirements. This complements our wider efforts to keep growing, satisfy our customers, seize new opportunities and make inroads into new markets. The arrival of David Philips as our new international sales manager will certainly help us in this regard.

Ensuring we obtain the right approvals is another major topic. Our French customers are very strict when it comes to standards, so we have to do everything we can to meet them.

In terms of concrete objectives, I can say that we will be exploring tailor-made solutions in more detail, and we will implement a digitalisation strategy to be rolled out on a company-wide level.

Signing off

These past two years have been a whirlwind, and I have loved every minute of it. We have had some excellent results and can look forward to the future with optimism. I'd just like to take this opportunity to thank everyone who was involved in the transition – and here's to the next two years. ■

'We are doing all we can to continue to grow, to satisfy our customers, to exploit new opportunities and to tap into new markets.'

About the author



Sylvain Bruno, at binder France since 2012, has been the company's Site Manager since 2021.

NEW STYLE PRODUCTS

FUTURE

SNAP-IN TRIFFT NCC
MISSION IMPOSSIBLE

- Snap-in-Verriegelung
- Kabelstecker Konfektionierung
- Größe: 5, 8 und 12
- Flanschbohrung umgeben 90°

NeaCo²
NEAR FIELD COMMUNICATION

- 100 m Reichweite
- 100 MHz Bandbreite
- 100 MHz Bandbreite
- 100 MHz Bandbreite
- 100 MHz Bandbreite

SPE M8 PoDL
SINGLE PAIR ETHERNET

- SPE 6371-5
- 300° Schirmung
- Schutzart IP67
- in gestecktem Zustand
- 100 Mbps PoDL
- Schraubklemmanschluss

SPE M8 HYBRID
SINGLE PAIR ETHERNET

- SPE 6371-5
- 300° Schirmung
- Schutzart IP67
- in gestecktem Zustand
- 100 Mbps PoDL
- Schraubklemmanschluss

OCS M12
ONE CABLE SOLUTION

- M12-Hybrid
- Kontakte: 2 Power + 2 Signal
- 10 A/63 V und 0,5 A/12 V
- Ausführungen in Edelstahl/ Kunststoff

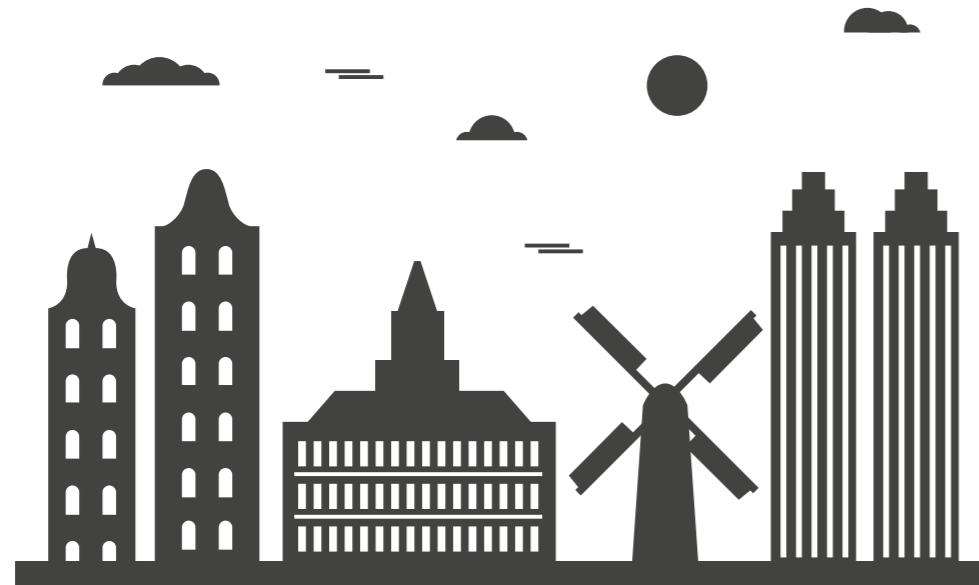
M12-PUSH PULL

- M12 - Push Pull
- Schirmungsmöglichkeit
- Schutzart IP67
- 100 MHz Bandbreite
- 100 MHz Bandbreite
- 100 MHz Bandbreite

PBC15
POWER BAJONNET CONNECTOR SIZE 15

- Kontakte: 3 Power + PE + 2 Signal
- Schraubklemmanschluss bis 2,5 mm²
- 16 und 10 A, 630 V
- Schirmbar

SPEZIALIST FÜR RUNDSTECK-VERBINDER



binder Netherlands

Still growing after a decade

Since binder Netherlands was founded in a prime location on the outskirts of Amsterdam in 2012, our company has managed to grow through thick and thin, year on year. Even the coronavirus pandemic and the deplorable war in Ukraine have not managed to derail us. Our growth has been organic – and the future looks bright.

Text Wilfried Snelting

A look back at the past few years reveals strong developments. With the advent of Industry 4.0 and the Internet of Things, sensors are increasingly being used to collect data.

This is playing directly into our hands, as many such sensors contain connectors that allow them to be coupled to a controlling device (thereby safeguarding them against

failure). Added to this is the fact that there are fewer and fewer skilled electrical personnel available. This is contributing to the use of connectors, as it is comparatively simple to couple

a sensor to a controller using a connector. This is leading to a dramatic reduction in costs associated with the failure of installation of such devices.

New customers and premises

We have worked hard to secure new customers in the fields of sensor production, medical device manufacturing, special LEDs and motion sensors. Thanks to our buoyant sales figures, we have been able to lease an additional unit next to our current Amsterdam office. This new building has increased our storage space for stock by just under 40% (we are subletting the actual office itself to another firm). Due to a strong increase in our order intakes and call-off orders from larger customers, this new storage space has almost been filled. This was much faster than expected, but it means we made the decision at the right time.

The fairs are back in town

After a two-year absence, the fair season returned in 2022. We were proud to attend the Advanced Engineering Expo in Antwerp back in May. Over two busy days, we spoke with many of our existing clients in Belgium as well as potential customers,

and presented our new binder booth design – this helped us stand out from the crowd and generate awareness both for binder Netherlands and the brand as a whole. The fair itself was fantastic, with a lively atmosphere.

In September, we attended the World of Technology & Science in Utrecht. With more space to play with, our booth design had full freedom of expression – with excellent results. We spoke to more existing and potential customers than ever before, leading to plenty of follow-up meetings and other activities intended to convert leads into sales.

Sunshine on the horizon

Although the current economic outlook may look poor due to all the uncertainties in the world, there is certainly sunshine on the horizon as far as binder Netherlands is concerned. Having expanded our premises, built up our stock and added plenty of new customers to our portfolio, we can't wait to see what the future has in store for us. ■

About the author



Wilfried Snelting has over 15 years of experience with binder products. She has been the Site Manager of binder Netherlands since January 2012.



Visualisation of a possible building extension for binder precision parts at Schlettstadtstrasse 4 in Grenchen, Switzerland

A new milestone for binder precision parts

'We've got no more space, where are we going to set up the new machine?' This is a question that has followed binder precision parts for some years now. Fortunately, despite limited space, we've always managed to find a suitable solution. With the acquisition of a new property spanning over 6,000 m², we finally have more room for growth again.

Text Sebastiano Russo

binder precision parts has been on the hunt for a suitable plot or property to enable further growth for many years. Ultimately, it's vital that the Swiss plant, as the binder group's main supplier for turning parts, is able to ensure supply even

during periods of heightened demand.

For this reason, several expansion options have been explored at the existing site at Leuzigenstraße 23 in Grenchen over the past few years.

Several plots and properties that have been available for sale or rent in Grenchen and the surrounding area have also been viewed.

First expansions of factory capacity and obstacles to growth

In 2018, a suitable property was finally leased, today's Plant 2 at Maienstraße 11 in Grenchen, granting binder precision parts an additional production area of around 1,250 m². Initially, this resulted in long-awaited relaxation and relief in day-to-day plant operations.

The additional premises enabled the production area to be expanded by over 35% to a total of around 4,500 m². Today, just four and a half years later, space is once again in short supply and there are limited options for expanding capacity with new machines. Plant 2 now houses 50 production systems, which work in three-shift operation from Monday to Friday, though weekend shifts are not uncommon.

In 2015, the neighbour at Schlettstadtstraße 4, Markus Kühner, was contacted, and the first negotiations began. However, these failed at the time due to differing interests.

Success at last with the neighbouring plot

In 2021, a new attempt was made to get in touch with this neighbour, and negotiations were started up again. Fortunately, the situation had changed in favour of binder precision parts. After a number of meetings and inspections, an agreement was reached at the start of 2022, and on 30 September, the purchase agreement to acquire the property was signed.

The existing premises at Schlettstadtstraße are not suitable for the operating requirements of binder precision parts and are currently being sublet. Beyond the existing building, however, the property also features a large, undeveloped area, which is ideal for an extension with up to three floors.

All those involved are delighted to see binder precision parts reach another milestone with this acquisition and secure further opportunities for growth. ■

Key figures for the property at Schlettstadtstraße

- Plot area: 6,237 m²
- Gross floor area: 3,164 m²
- Construction year: 1984



Markus Kühner and Markus Binder at the signing of the purchase agreement in the Land Register in Grenchen, Switzerland

About the author



Sebastiano Russo, who joined the company in 2011, is in charge of the fate of binder precision parts as Site Manager.



Works Meeting 2022

After over two years of an ongoing pandemic, restrictions and recurring COVID measures and regulations, the Works Council finally managed to hold a Works Meeting in consultation with senior management on 22 September 2022.

Text Works Council

The meeting began at 1:00 pm with the Chairman of the Works Council, Kai Edwell, greeting employees. He then passed onto Kathrin Eggebrecht (IG Metall) to report on the topics of wage-setting at binder, IG Metall and the ongoing collective bargaining round for 2022 at M+E Industrie. Afterwards, the Representation for Employees with Severe Disabilities, represented by Tim Jäger, spoke about the upcoming meeting for employees with severe disabilities in September and the pending elections for this representation in November 2022. Then, representative for the Youth and Apprentice Representation (JAV) Luca Stoppani provided information about the upcoming elections here and called for attendance. In addition, he gave a brief report on the development of apprentice numbers in both the technical and business fields.

Half-year report and new member

The Chairman of the Works Council, Kai Edwell, presented the half-year report. He reported on the current cash balance of the employee support fund, the costs of the Human Resources Committee and the number of recruitments, redeployments and transfers

during the first half of 2022. In the process, he also highlighted the very constructive collaboration with the HR department.

Furthermore, the Works Council was able to gain a new member from the board, Kibre Koc, via the mechanism of a leave of absence. This also took place with regard to future changes in the Works Council and with a view to occupational health management at binder. In future, Kibre Koc will support Isolde Preston in these tasks to enable her to take over these topics in the medium to long term.

Survey evaluation and questions

The final item on the agenda was the survey conducted among employees in May 2022. This dealt with topics such as pensions/partial retirement, good working conditions, fair remuneration, secure holiday and Christmas bonuses and wages, which were explained to employees in simple terms. The evaluation showed that 'fair remuneration' evoked major interest, and this was therefore reported on in further detail at the meeting.

At the end of the meeting, the Chairman of the Works

Council opened up room for debate, giving employees the opportunity to ask the Works Council and management questions. Several colleagues from various plants made use of this opportunity.

Finally, the Works Council would like to thank the employees from marketing for their valuable support with organising and setting up this meeting. ■



binder Health Day 2022

Strong body, strong mind

Tangible fitness, interactive relaxation and expert knowledge for mental balance: after a hiatus of two years due to COVID, the binder Health Day 2022 went full throttle. It was met with a great reception, as health is something that concerns all of us.

Text Thorsten Schwarz

Occupational health management (OHM) is a key pillar of every company. After all, healthy and happy employees are the most important component of success. Numerous employees from different locations were finally able to experience what this means up close and personal at Health Day 2022. Together with the marketing team, AOK and Audi BKK, the binder OHM team put together a diverse mix of talks, health checks and training sessions in which every attendee was able to discover their personal

favourite practices for more relaxation and self-awareness.

Key topics of our time

Focusing on circulation, muscles and the skeleton, along with mental load, Health Day 2022 was mainly devoted to topics that are becoming ever more urgent in many companies, according to the AOK Health Report for 2021. The number of corresponding illnesses is continually rising, meaning there is a great need for action. Not only for companies, but for

each individual.

Although these aren't easy topics, they were met with enthusiasm at Health Day. A shuttle service was set up especially for employees of Plants 3 and 5, which brought them to the door of our new building on time at the start of the day. Given that healthy eating is, of course, a key pillar of an energetic life, we also took the opportunity to introduce colleagues to the new cafeteria on Health Day – with tasty vegetable sticks, fruit and coffee included.

Connecting with body and mind

Various experts provided key input on the main topics and on working in operational health management. Our psychological cooperation partner Anna Fetter focused on the topic of psyche, and was able to meet many colleagues in person for the first time on Health Day.

She also came with updates on ELLA – our new first aid programme for binder employees in difficult living situations. ELLA will replace the balance sensors immediately. Hermann Haberkern, our fitness expert and columnist, was on hand to answer any questions from visitors. In addition, AOK, Audi BKK and the operational integration management (OIM) team provided plenty of important information on staying healthy in the workplace.

Body boost and lots of free check-ups

Health Day wasn't just about listening and learning – quite the opposite. At the Bad Rappenau Treatment Centre roadshow in front of the former Plant 2, visitors were able to have their upper body variables measured by a professional and obtain tips on how to strengthen this essential supporting structure.

On the fourth floor of our new building, things went even further: how about a quick cardio scan, blood pressure measurement or vein check? No problem! But appointments were in such high demand that unfortunately, not all those interested were able to take part. For those who were unable to get an appointment, we have a tip: these types of checks are also regularly offered by pharmacies.

More mindfulness needed

The talks by Dr Alexandra Keinert and Bernd Michael Aunitz (AOK) dealt with mental health and mindfulness. Relaxation trainer Diana Schon-Rupp demonstrated various techniques for coping better with stress. Between sound relaxation and progressive muscle relaxation, Diana Schon-Rupp was able to find something to suit each of her audience members. You could see it in their faces straight away.

The Audi BKK information stand focused on controlled breathing to combat stress. A 'Qiu bio-feedback ball' demonstrated how inhaling and exhaling can influence the entire body – and calm the mind.

Not only did Health Day 2022 get people excited for the next

round in 2023, but it also revealed the desire of many colleagues to learn more about themselves, their bodies and the impact of work and stress. And the OHM team is more than happy to help! ■

About the author



Thorsten Schwarz, who joined the company in 2001, works in the Human Resources (K-PE) department at binder. He is also involved as an OIM officer, spokesperson for the OHM regulatory group and fire safety aide.

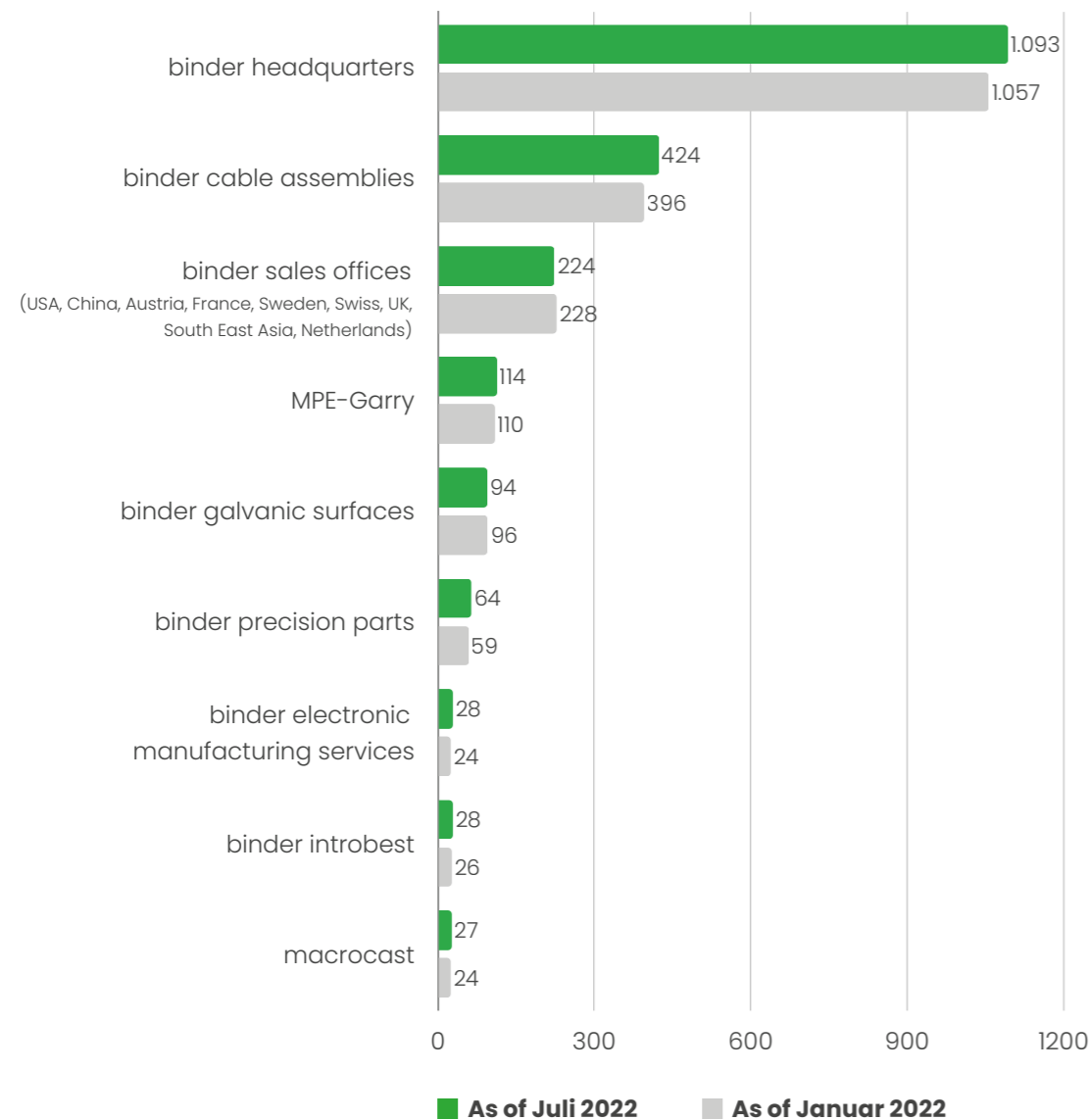


UNIQUE



binder in figures

Staff deployment within the binder group



As of **1 July 2022**, the binder group employed **2,096 members of staff**.
On **1 January 2022** – six months earlier – it employed **2,020 members of staff**.



ALS: Christmas market at binder

On 6 December 2022, the Astrid Lindgren School from Neckarsulm organised a small Christmas market at binder. The pupils sold self-made wooden items as well as candles, soaps and Christmas cards.

A warm thank you

to everyone who has written articles for this issue!

It is only through you that a magazine can come into being, only through you that ideas are generated, only through you that the verbinder comes to life. Feel like writing something? Then please send in your idea for an article – the moment one issue of the verbinder is finished, it's time to start the next one!

Editorial team

Evidence | asharkyu/shutterstock.com Photo p. 14 | **Fotoatelier M** Photos p. 3, p. 19, p. 21, p. 24, p. 27, p. 29, p. 31 | **Franz Binder GmbH & Co. Elektrische Bauelemente KG** Photos p. 4, p. 5, p. 6, p. 7, p. 8, p. 9, p. 10, p. 15, p. 16, p. 18, p. 19, p. 28, p. 30, p. 32, p. 34, p. 37, p. 39, p. 42, p. 43, p. 47; Graphics p. 1, p. 13, p. 25, p. 35, p. 38, p. 44, p. 45 | **venice branding UG** (haftungsbeschränkt) Photos from www.de.freepik.com p. 20, p. 22, p. 36; Illustrations from www.flaticon.com p. 26, p. 40 | **xiaoliangge – stock.adobe.com** Photo p. 11

Credits

Responsible according to German press law
Markus Binder

Editorial office
Rötelsstraße 27
74172 Neckarsulm (GER)
Tel. +49 (0) 71 32 325-293
Fax +49 (0) 71 32 325-150
marketing@binder-connector.de

Published by
Franz Binder GmbH & Co.
Elektrische Bauelemente KG
Rötelsstraße 27
74172 Neckarsulm (GER)
Tel. +49 (0) 71 32 325-0
Fax +49 (0) 71 32 325-150
info@binder-connector.de
www.binder-connector.de

General Manager
Markus Binder

Editors
Patrick Heckler, Timo Pulkowski

Art Direction
venice branding UG
(haftungsbeschränkt)
Lohrtalweg 61/1
74821 Mosbach (GER)
info@venicebranding.de
www.venicebranding.de

Printing
AC medienhaus GmbH
Ostring 13
65205 Wiesbaden-Nordenstadt (GER)

All rights reserved. Reprinting, inclusion in online services and reproduction on data storage media only with the permission of the publisher.

binder – a family business.
www.binder-connector.de