

## NEWS

### **Inclusion at Pfannenberg - a win-win situation**

**Hamburg in May 2020. The electrical engineering specialist Pfannenberg, based in the Allermöhe industrial park, has been working closely with the Elbe-Werkstätten since 2003 and employs people with disabilities on a part-time and full-time basis. Pfannenberg has more than 260 permanent employees, including 20 people with disabilities, but depending on the order situation it can also be to 50 people. The employees of the Elbe-Werkstätten assemble and pack exhaust filters and thermostats for industrial cooling devices. The aim of the cooperation is to support people with disabilities and to involve them in everyday life and thus in their professional life.**

For the medium-sized company, the motive for the cooperation was to show social responsibility. The aim of the cooperation is to support people with disabilities by being included in the (working) life without restrictions. Pfannenberg has recognised that regular work with tasks is important for a healthy self-confidence. "We wanted to set a good example, then and now, because many companies still have fears of contact, especially when delivery times have to be met. But with a good organisation and a reliable partner like the Elbe-Werkstätten there are benefits for both sides", says Jan Möbius, Managing Director of Pfannenberg GmbH.

Inclusion is on everyone's lips today. But inclusion is a task for society as a whole and a process that can only work if structures are adapted accordingly and people's attitudes and behaviours change. Pfannenberg laid the foundation for these structures over 16 years ago and the employees of the Elbe-Werkstätten have been an integral part of Pfannenberg ever since. About 20 of them are located directly in the Pfannenberg production department. The physical proximity to the workshops in Bergedorf and the possibility of production by the employees of the Elbe-Werkstätten in the Pfannenberg premises are an ideal solution. If help is needed or questions arise, they can always contact their group helper on site. On average, they are between the end of their 20s and 50s and work both full-time and part-time. Almost all of them travel to and from work independently by public transport. Most of them live in residential groups in the Bergedorf district.

The Hamburg-based family business must of course not neglect the economic side either. With over 470 employees worldwide, Pfannenberg develops and sells solutions for cooling control cabinets, process cooling and signal technology for the industry. It was therefore important to Pfannenberg to find an economically viable manufacturing method for parts of the production process. The payment of the disabled is based on the number of units produced. This gives them the opportunity to contribute their skills while taking their limitations into account and to determine their own pace of work. The orders are controlled by a computer system, in which the Elbe workshops are also integrated.

For Pfannenberg, the employees of the Elbe-Werkstätten have become a valuable part of the company and they contribute significantly to the joint success - a win-win situation for Pfannenberg and the Elbe-Werkstätten.

The Elbe-Werkstätten celebrate their 100th anniversary this year. Unfortunately, big celebrations, such as the planned Senate reception in June in the Hamburg City Hall, will probably not be able to take place, but we would nevertheless like to offer our sincere congratulations. To another 100 years!

**Image/Captions:**



Image: The Elbe-Werkstätten team on site at the Pfannenberg factory in Hamburg, Germany.

**About Pfannenberg**

Pfannenberg is a medium-sized company which provides innovative and high-quality electro-technology for industry. Today, the company belongs to the global players of this industry with its headquarters in Hamburg,

Germany and its locations in Brazil, China, England, France, Italy, Russia, Singapore and the USA. The product portfolio comprises components and system solutions for the thermal management of electrical enclosures, chillers, visible and audible signaling technology and custom solutions. A special highlight in the Pfannenberg portfolio is the designed illuminations which are commissioned by architects, designers, and urban and spatial planners (<https://www.pfannenberg.com/en/solutions/industries/art-illumination/>).

You can find more information about Pfannenberg on: <http://www.pfannenberg.com>

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