



*“The constellation of competence and professionalism at all levels of S+C allows the Advisory Board to look forward with optimism into the future.”*

Lutz Werner,  
Chairman of the Advisory Board



*Ladies and gentlemen*

The Schmidt + Clemens Group can once again look back on a successful financial year. While the net result for 2011 was diminished by low margins, caused by the weakness of the general economic situation, the figures for 2012 present a much more positive picture.

Despite highly divergent regional and sectoral developments on our sales markets, S+C was altogether once again able to maintain its strong competitive position and ensure good worldwide capacity utilization for its subsidiaries.

As has been the case for many years now, the Spun Castings division, with its high-quality, innovative products, has contributed crucially to the strong result of the Schmidt + Clemens Group.

The strategic orientation of the division to the needs of the markets and customers, the broadening in the product offering to include plant and systems technology, the service orientation strategy, the timely move towards having a presence on the ground in all internationally important markets, and not least the continuous, uncompromising adjustment and broadening of the sales markets are the pillars on which our leading market position stands. Other factors of decisive importance in this development are the continuing improvement in our internal operating processes and the spirit of innovation, driving forward the continuous development of new materials and products.

The markedly improved material properties offered by our newly developed and patented special alloys lead to increased productivity and longer product life in the operation of petrochemical plants. A long-term partnership with a major operator of ethylene crackers is giving us the opportunity to conduct reliable, long-term studies in this context.

Our undisputed engineering and service competence is also exemplary. The performance of major reference projects, which also include the fitting and installation of the products on the end-customers' premises, have also given Schmidt + Clemens the opportunity to demonstrate its huge capabilities.

Another point worth highlighting is that in the year under review, Special Products made using the spun casting method were able to gain a footing in major new fields of application in the realm of the renewable energies.

In the Extrusion Tools business and at S+C Bowers & Jones Ltd., the British roll-making specialist, the still-smouldering euro crisis once again made itself felt in the cautious attitude to investment on the part of the predominantly European customers: Nevertheless, the year 2012 also saw some positive impulses in these areas. Thus, for example, we succeeded in acquiring a major follow-up order of a prestigious maker of extrusion presses.

The year under review also saw the organizational restructuring of the Schmidt + Clemens Group. It already proved possible in autumn 2012 to successfully complete the introduction of a matrix organizational structure, aimed at implementing a clearly attributable control and decision-making structure and generating increased synergies between the German Group companies Schmidt + Clemens GmbH + Co. KG, S+C Märker GmbH and S+C Extrusion Tooling Solutions GmbH, which up to 30 September 2012 operated autonomously on the market.

To be able to respond even better and more flexibly to market challenges and ensure clear process attribution and enhanced transparency, the management of Schmidt + Clemens GmbH + Co. KG has been expanded: The existing positions of Speaker of the Management and Commercial Director have now been supplemented by two new management functions, Production and Sales.

It takes farsightedness, openness and above all great commitment to shape and carry changes aimed at preserving an excellent market position. The workforce and management have given an impressive demonstration of this, and the Advisory Board would like to thank them most sincerely. A special word of appreciation naturally goes to the customers for their faith and trust in Schmidt + Clemens, and once again also to the shareholders for their responsible support for our long-standing family business with its long traditions.

This is a fortunate constellation of competence and professionalism at all levels of S+C that allows the Advisory Board to look with optimism into the future.

With best regards,

*Lutz Werner*

Lutz Werner  
Advisory Board Chairman

*“Thanks to our excellent international positioning, we were able to take advantage of market opportunities and make up for slight, regionally limited downturns.”*

*Jan J. Schmidt-Krayer,  
Chief Executive Officer*



*Ladies and gentlemen*

For the Schmidt + Clemens Group, the financial year just ended was a year of change and of strategic reorientation towards a future of sustained, profitable growth. Thanks to our excellent international positioning, especial in the Spun Castings business, we were able to take advantage of the market opportunities that arose and make up for the slight, regionally limited downturns in certain markets. With the turnover volume remaining stable, we were able to achieve improved margins.

The main focus in 2012 was on implementing the organizational restructuring of the S+C Group. A large number of individual projects enabled us to identify synergy potential, which is now being implemented. The introduction of the functional matrix organization was supported by extensive personnel development measures, which will also be continued in future years.

The restructuring process enabled us to identify high synergy potential, in particular in the Special Products, Extrusion Tools and Rolls business areas. The sales organization for these areas has been consolidated under one management, allowing the implementation of optimally coordinated international sale and distribution strategies.

In the field of production, we first of all undertook a structured analysis of our production processes in Germany, enabling us to initiate a process of continuous improvement in future that is aimed at achieving optimized workplace design. We also continued our investment in machinery and work safety.

And finally, S+C continued its shift towards increased service orientation; this was started the year before and is now beginning to bear first fruits. The reference projects in the Petrochemical industry division which were carried out with great success in the past led to follow-up orders in 2012. Positive accents were also set by the newly developed materials. The technical benefits of these materials mean longer service life and reduced investment costs for our customers.

On behalf of the shareholders and management, I wish to thank you, our business partners, for once again placing your trust in us in 2012. Our thanks also go to all our employees throughout the world, without whose commitment the success of our Group would not have been possible.

With best regards,

A handwritten signature in blue ink, appearing to read 'S+K' followed by a stylized flourish.

Jan J. Schmidt-Krayer  
Chief Executive Officer

## New corporate organization structure offers potential and perspectives

The old corporate structure of the Group had been in place for over 40 years and was no longer fit for purpose. To continue to be successful in future, a new structure was essential. The goal is to ensure continuous and worthwhile growth for all the companies of the Group. To achieve this, we need competent and qualified personnel and a suitable, modern organization that enables us to deploy our capabilities to the best possible use.

Consequently, the S+C organization was rationalized in the year under review: We dismantled internal corporate boundaries by amalgamating the companies in Germany. For the companies in other countries, the new structure also means pooled, centralized management through three directors with worldwide responsibility located at the Group headquarters.

With effect as from 1 January 2013, Jan Schmidt-Krayer is being supported in his function as Chief Executive Officer by Jan Kümmel, who has responsibility for the commercial affairs of all the companies. Thomas Hellige has been appointed as Sales Director with worldwide responsibility. Dominic Otte has been with S+C since September as Production and Technology Director.

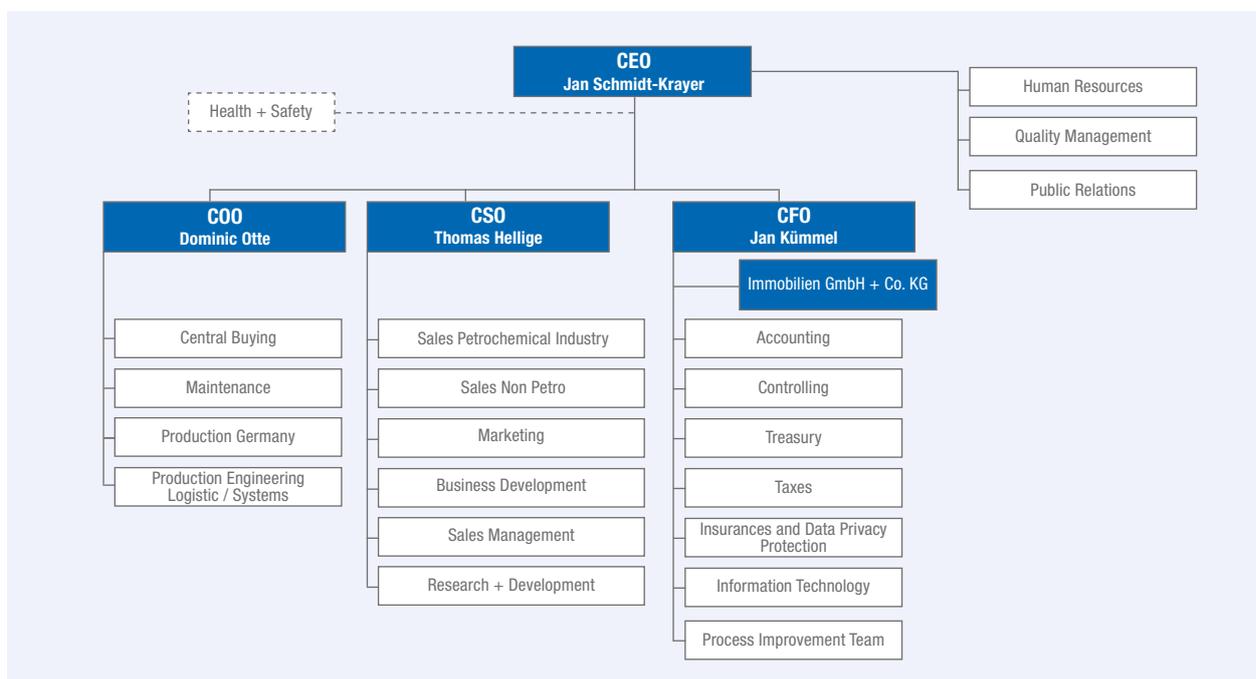


from left to right: Dominic Otte, Thomas Hellige, Jan J. Schmidt-Krayer and Jan Kümmel

The management board is completed by Personnel Director Ralf Welters, as an associate member.

The restructuring measures have not put any jobs at risk. On the contrary: The new corporate organization will open up new professional development perspectives for some employees at S+C. The works councils have welcomed this development and accompanied the restructuring process supportively.

### Schmidt + Clemens GmbH + Co. KG



## 2012: Successful financial year in a mixed market environment

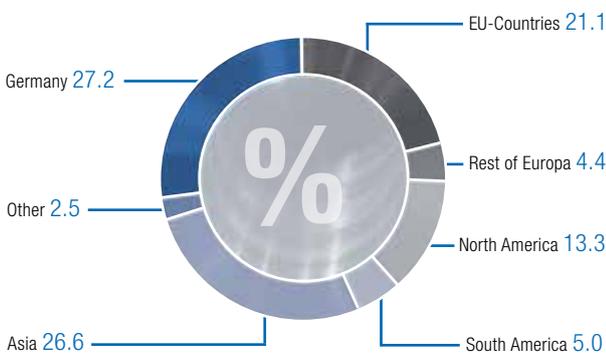
The S+C Group can look back on an altogether successful financial year 2012. In a market environment that continued to be very mixed, it was possible, thanks to our strong global presence, to almost completely make up for modest declines in some regions of the world by growth in sales in other markets. On the bottom line, the S+C Group experienced a slight fall in sales to € 274 million.

A very major contribution to the good Group result came once again from the strong internationally placed spun castings business. Thanks to an uncompromising commitment to service and the excellent reception afforded by the market to the patented new special alloys, it was possible for the Group to record a sharp rise in orders. At the UK-based company S+C Bowers & Jones Ltd., with its focus on the rolls and the extrusion tools areas of the market, a general reluctance to invest made itself felt in the euro zone in the second half of the year.

Starting from the middle of the year, the operating activities of S+C Märker GmbH and S+C Extrusion Tooling Solutions GmbH, which up till then had operated independently in the marketplace, were merged under the umbrella of Schmidt + Clemens GmbH + Co. KG. This enabled redundancies to be avoided. Measures to realize other potential synergies that had already been identified progressed rapidly. In connection with the introduction of the functional organizational structure, the top management, which had hitherto only comprised of CEO and Commercial Director, was broadened to include a Production Director and a Sales Director.

### Revenue distribution by region 2012

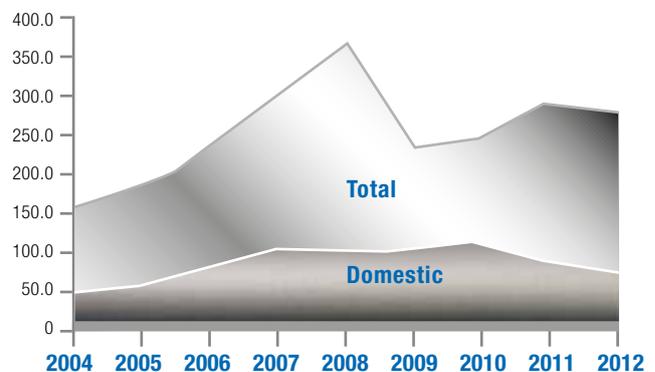
(data shown as %)



The diagram shows sales by client country. Products manufactured by the S+C Group are used worldwide.

### Revenue development in recent years

(EUR mn)



ASSETS	132,919 (T €)
Other Assets	1,145
Liquid Assets	14,506
Accounts Receivable	50,644
Inventories	30,122
Fixed Assets	36,502

132,919 (T €)	LIABILITIES
9,186	Current Liabilities
33,103	Liabilities due to Banks
28,089	Provisions
50	Special reserve
62,491	Capital Resources

## Petrochemicals: Success through innovations and services

In the financial year 2012, the Petrochemicals division was able to set new accents on the market with various newly developed materials. It succeeded in making Centralloy® HT E, the material developed for steam crackers, the subject matter of a further framework agreement with a renowned European ethylene producer. Another first was the design of a furnace by a well-known engineering firm that utilizes the technical advantages of HT E. Another material, Centralloy® HT D, has also become established on the market, with S+C being able to obtain further references from major steel producers.

Both new orders and capacity utilization in the Petrochemicals business were dominated in 2012 by reformer plants. In this field, S+C was able to set new standards with Centralloy® G 4852 Micro R. The technical advantages of this product enable our customers to reduce their investment costs while at the same time increasing the service life of their plants.

Our service activities enjoyed a positive development on the international market. Increasing numbers of customers are recognizing the benefits of having materials supplied and components installed and fitted by one and the same company. As a result, it was possible to handle various major projects as package deals in the year under review.



## Non-Petro business: Successful restructuring

As part of the restructuring process, the sales activities in the Non-Petro division were completely restructured. The business of the former S+C Märker GmbH and the Special Products division of Schmidt + Clemens GmbH + Co. KG were merged to form a single sales unit. A further sales unit was created to cover the extrusion press business and the products of S+C Bowers & Jones Ltd.

In the extrusion press market segment, we received a major order in the year under review from an important German mechanical engineering firm. The basis for this order was our excellent handling

*“Increasing numbers of customers achieve benefits from having materials supplied and components installed and fitted by one and the same company.”*

Thomas Hellige,  
Chief Sales Officer



of a pilot project in 2011. At the specialist roll-making firm of S+C Bowers & Jones Ltd. in the UK, the reluctance to invest on the part of the predominantly European customers as a consequence of the euro crisis is making itself felt.

An increasingly large share of sales is being accounted for by spun casting components in the renewable energies sector. Our delivery programme in the year under review included reactors for biomass power plants as well as highly complex castings for hydroelectric power plants. In the Special Products business, we experienced a marked upward trend from the level of the previous year. In this area, the sales synergies resulting from the restructuring process were put to particularly good use. It once again became apparent that Schmidt + Clemens is one of the few suppliers who are able to offer products made by widely differing processes on the market.

## 2013: Good prospects, clear goals

The Petro division is entering the new financial year with a good level of orders on hand. Additionally, a number of important projects have been identified on the world market. One example of this is the development of the shale gas resources in North America and other countries. On the other hand, the current weakening in the value of the dollar could have a negative impact, especially on the North American market.

In the Non-Petro business, we expect to see an improvement in profits in 2013 through use of the new material Centralloy® G 21 02. This was presented for the first time at IFAT 2012 and is currently being used in everyday plant operation by several pilot customers. NORSOK qualification for offshore applications is currently nearing completion and will help to develop new market potential.

At the present time, various exclusive or framework agreements with leading manufacturers in the plant and mechanical engineering sector are scheduled for award in the near future. As they would ensure a long-term order intake on a significant scale, we have them firmly in our sights.

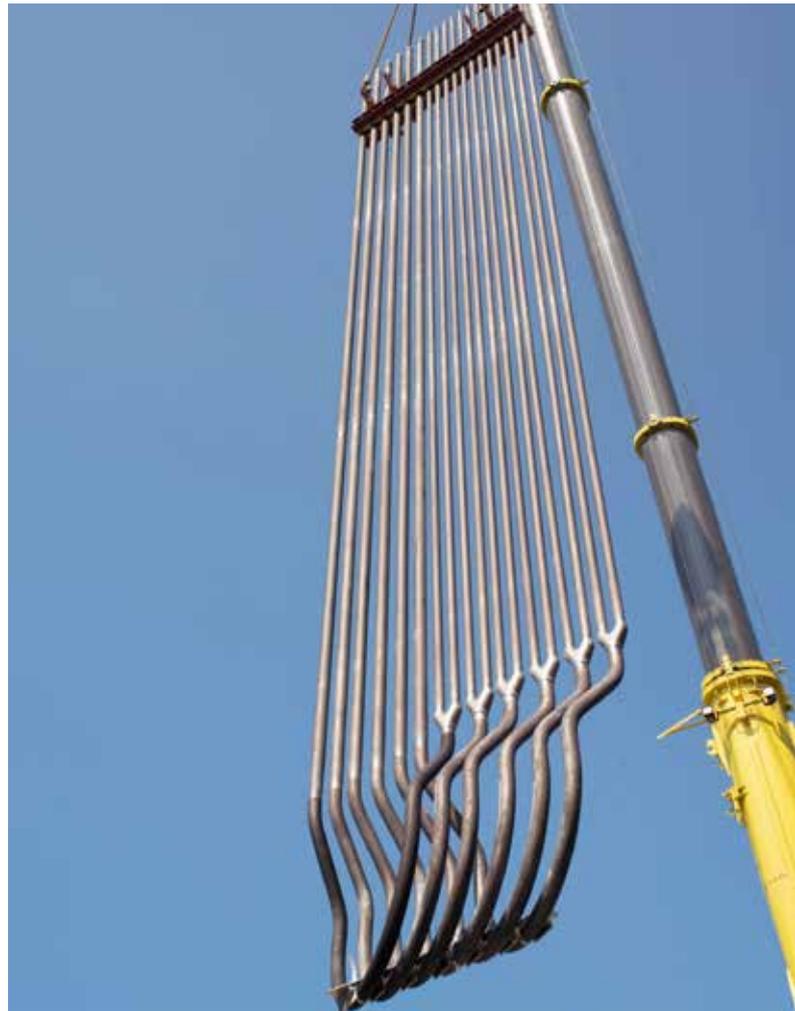
Thanks to the organizational changes, additional synergies will also arise in sales in the Non-Petro business and further strengthen the position of both market segments. Additional process and organizational optimizations will provide further impetus for the process of internationalization and the development of new markets. It is planned to target China, USA, India, Indonesia and Russia in particular for the Non-Petro product areas as a means of offsetting local and seasonal effects in Europe. The goal is to achieve a sharp increase in sales turnover.

## Research & Development: New products and markets

A large part of the research and development activities focussed on the development of technological innovations for existing markets, enabling S+C to gain a long-term competitive advantage.

In early 2012, a high-temperature corrosion test rig was taken into operation to enable the performance of tests with different gas mixtures at temperatures of up to max. 1,250°C. At the present time, benchmarking of external oxidation and metal dusting investigations is being conducted at the S+C laboratory, while the facility is also being used for production support at the same time. Within the scope of a joint project with engineering firms and end-users, we produced guidelines for the choice of materials for use in metal dusting atmospheres.

The collaborative research project in Gross-Schönebeck, which is being supported by the BMU (Federal Ministry of the Environment, Nature Conservation and Reactor Safety) and coordinated by the Deutsches GeoForschungsZentrum (GFZ - German Geo-Research Centre), has already produced some initial results in the field of corrosion resistance of different materials.



Additionally, marketing was started for two newly developed materials for which S+C has applied for patents: Centralloy® G21-01 for use in separation technology, and Centralloy® G45 Mo for applications in the chemicals industry, the oil & gas sector, flue gas scrubbing plants, geothermal technology and marine engineering.

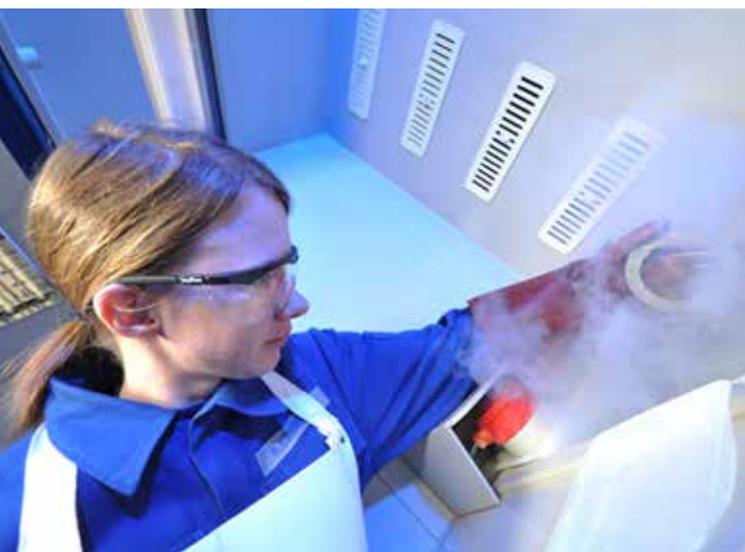
## 2013: Targeted expansion in know-how

The year 2013 will see the relocation of our XCS3000 test stand for material development and process optimization in the field of steam crackers to our Lindlar site. This will enable us to expand our R&D activities in this field and increase our internal know-how.

A new scanning electron microscope will allow examinations to be carried out in the nanometre range, so that in 2013 many already ongoing investigations can be conducted internally.

The development work for a device for measuring the aging condition of steam cracker tubes was completed in 2012; after successful calibration of the device in plants of selected customers, marketing of it will begin in spring 2013.

Consultancy services such as the statistical evaluation of operating data or incident analysis, as well as customer advice in process technology and metallurgical matters will be further expanded in 2013.



## of the S+C Group as of 31.12.2012 (in thousand €)

	31.12.2011	31.12.2012
<b>Fixed Assets</b>	<b>39,214</b>	<b>36,502</b>
1. Intangible Assets	2,727	1,960
2. Fixed Assets	36,442	34,509
3. Financial Assets	45	33
<b>Current Assets</b>	<b>84,627</b>	<b>95,272</b>
1. Inventories	39,390	30,122
2. Accounts Receivable and other Assets	41,242	50,644
3. Securities, Bank, Cash	3,995	14,506
<b>Deferred Expenses</b>	<b>595</b>	<b>1,145</b>
<b>ASSETS</b>	<b>124,436</b>	<b>132,919</b>
Capital Resources*	58,089	62,491
Special reserve for investment premiums	59	50
Provisions	24,978	28,089
<b>Liabilities</b>	<b>41,310</b>	<b>42,289</b>
1. Liabilities due to Banks	28,538	33,103
thereof due within 1 year	10,367	11,749
thereof due between 1 and 5 years	15,715	19,843
thereof due after 5 years	2,456	1,511
2. Accounts Payable	9,339	5,237
3. Other Liabilities	3,433	3,949
<b>LIABILITIES</b>	<b>124,436</b>	<b>132,919</b>

\* including shareholders' accounts



*“We have succeeded in achieving a result above that of the previous year.”*



Jan Kümmel,  
Chief Financial Officer

## **S+C Group with consolidated sales of € 274 million**

As well as the parent entity Schmidt + Clemens GmbH + Co. KG, the consolidated financial statements also include all domestic and foreign companies in which S+C directly or indirectly holds a majority of the shares. The consolidated financial statements have been prepared in accordance with the relevant provisions of the German Commercial Code (“HGB”).

The Group achieved consolidated sales in 2012 of € 274 million, i.e. slightly down on the previous year’s figure of € 289 million. However, in contrast to the previous year, the result before taxes increased significantly. All business areas contributed to this development.

The balance sheet total rose sharply, mainly because of the increase in liquid funds, to € 133 million. The reduction in inventories was offset by an increase in customer receivables on a similar scale. This development was due to the relatively strong level of sales turnover in December. The additions to assets at € 4.4 million were down on the previous year but in the light of the long-term investment planning, we expect to see a substantially higher level of additions to assets in 2013.

On the funding side, we took advantage of the on-going favourable interest rate situation and the very good rating of the S+C Group to raise our long-term borrowing slightly by € 5.5 million to a total of € 23.4 million.

In addition, we have free borrowing and guarantee credit lines of € 59 million at our disposal, most of which are contractually guaranteed for three years. Pension provisions worth € 9 million are also available for long-term borrowing needs. Together with a very good equity ratio, the assets of the Schmidt + Clemens Group are financed on a long-term basis. Altogether, with the funding portfolio available, we have created the conditions to be able to respond quickly and flexibly to a rise in business volume. Special attention should be drawn in this context to our excellent business relations to around 20 commercial banks worldwide. As a result, from a financial point of view, we are able to handle customer orders quickly, effectively and flexibly in virtually every country around the globe.

2013: The S+C Group has set ambitious earnings targets for the coming years to which all business areas will make contributions. In addition to measures for increasing turnover, these goals also include targeted projects for reducing costs and optimizing liquidity.

## Focus on process optimization

To be able to benefit from the growing demand of the markets, short delivery times, competitive prices and high flexibility are crucial. Consequently, S+C has invested in a new turning and milling centre with a 36 section flexible work-piece storage system and in a freely programmable robot.

The upturn in the markets has triggered a direct rise in volumes at our regular customers in the industrial furnace construction, separation technology, marine and offshore, petrochemicals and energy engineering sectors. It has also proved possible to generate additional growth as existing and new customers are gradually abandoning their own in-house production in order to concentrate on their core capabilities or create additional capacities. We are currently working on trial orders from prestigious customers in the energy engineering sector.



*“The systematic optimization of our value creation processes will make a crucial contribution to the economic success of S+C in future.”*

*Dominic Otte,  
Chief Operation Officer*



## “5 S Activities”: Getting better all the time

With targeted “5 S Activities”, efforts are being undertaken jointly with the workforce aimed at optimizing order and cleanliness in the workshops. The “5 S Activities” form part of the S+C Production System (SCPS) and are the first step towards a systematically initiated improvement process. Parallel to the workshops initiative, a “5 S Audit” is being developed in production in order to ensure that the optimized status is maintained in the long term.

## Purchasing: A new structure

In the year under review, the Purchasing function underwent reorganization. Under new management, it was divided up into three areas: Raw Materials, Components/Forgings and MRO (Maintenance, Repair + Operations). A breakdown into strategic and operational buyers enables the strategic buyers to focus even more strongly in future on their actual purchasing tasks.

## 2013: Tailor-made production systems

Working in collaboration with the production companies, an important goal for 2013 is to develop a production system that is specifically geared to the requirements of S+C. Its purpose is to make available selected methods to the personnel and management of the S+C Group that have been successfully applied in the field of industrial process optimization in recent years, anywhere in the world.

The SCPS will work together with the S+C production sites in future in the implementation of all process optimization measures. The status of the individual S+C companies is evaluated and an appropriate optimization strategy developed with the local management on the

basis of the evaluation outcome. Systematic optimization of our value creation processes will impact positively on the factors which are crucial for success, i.e. quality, delivery performance and costs, and thus will also contribute to the economic success of S+C in the future.

### **Work preparation**

In the field of work preparation, the focus in 2013 will be on the topic of “application of optimized order handling”. The goal is to mirror the order workflow process and the capacity utilization status in parallel so as to further reduce the processing and throughput times of our products.

### **Production structural planning**

A rough concept for the production structural planning is currently in progress. Possible approaches to optimizing the works layouts will be put forward in a series of scenarios in the next few years. The necessary investment measures are currently being evaluated, together with the possible savings effects.



## Ahead of the competition thanks to skills and commitment

On 31 December 2012, there were 990 men and women employed within the S+C Group worldwide, with 577 at the parent site in Lindlar-Kaiserau.

Ten apprentices/trainees and sandwich-course students embarked on their working careers at S+C's German site in 2012. People in vocational training altogether accounted for 7% of the workforce in the year under review.

The new structural and process organization in the form of a functional matrix structure was implemented at national and international level. All works council bodies welcomed this initiative, even though it meant that two of them lost their mandate. Stronger growth opportunities, greater job security and reductions in internal friction losses are the benefits offered by the new organizational structure, which became fully operational on 1 October 2012.

### Employee survey: Utilizing potential

S+C conducted an employee survey in June 2012. The participation rate of 75% can already be described as an outstanding achievement for the industry. The results show that room for improvement still exists, particularly in the areas of work process design, employee management and the transparency of decision-making processes at corporate level.

Workshops were subsequently held with the employees in all departments and areas of the business. Their purpose was to obtain further background information and adopt concrete measures. The analysis also showed that there are very many "almost satisfied" employees. So we see a good chance in the course of the next two years to further improve the level of personal commitment and hence also increase the economic success of S+C.

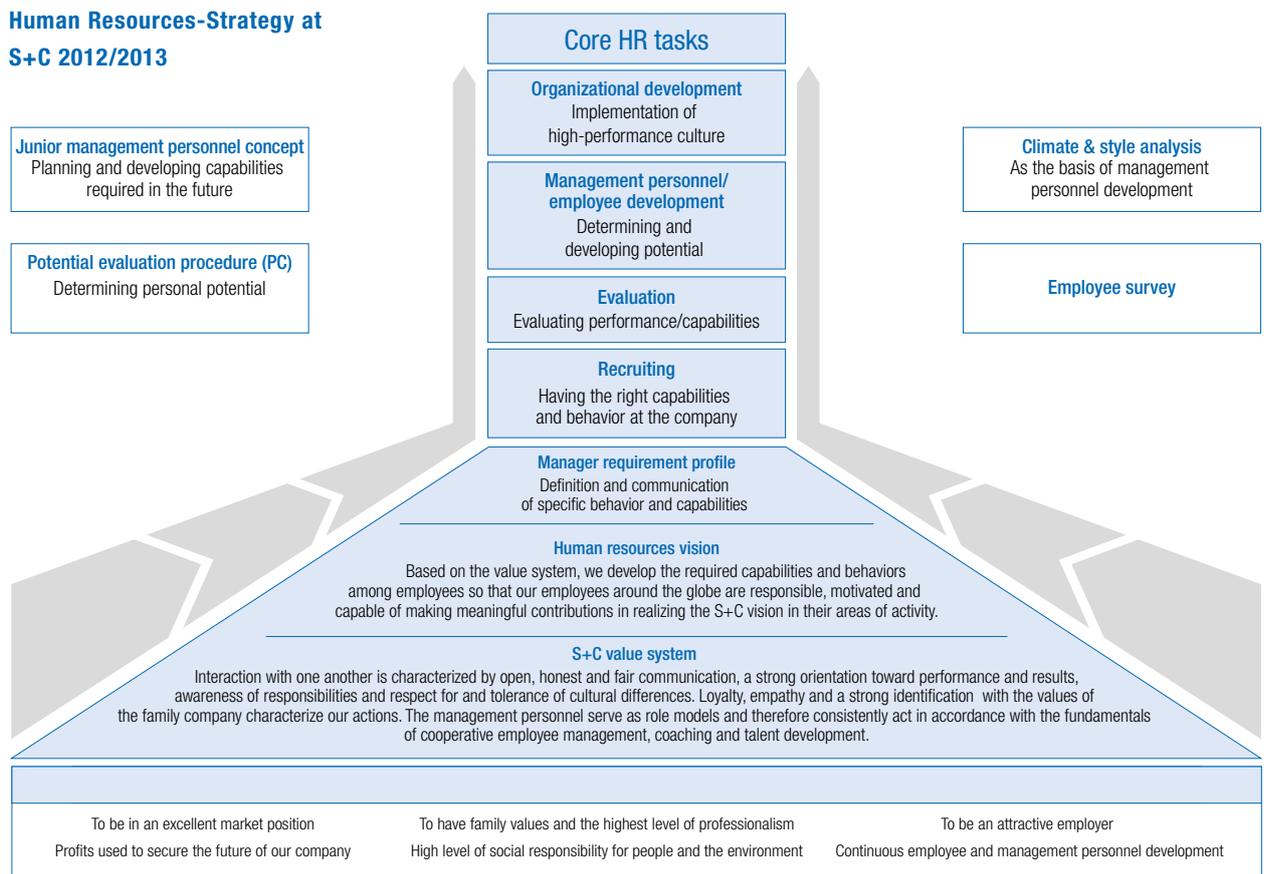
A potential assessment was carried out among all members of the management. This involved detailed interviews with the participants, with a subsequent evaluation. Each management employee received a short report, indicating his/her personal strengths and weaknesses, "for further action".

### Grading und recruiting: Investments in our future

In 2012, S+C undertook an evaluation of duties and functions for all senior management and non-tariff posts, both nationally and internationally, with functions which are of similarly high importance for the success of the business being grouped together. Grading was done on the basis of criteria which will be of particular importance for S+C in the future, such as strategic influence, sales turnover, leadership requirements or innovation requirements.

In collaboration with the student business consultancy Oscar, up-to-date procedures for the selection and hiring of apprentices, trainees and Bachelor-degree students that meet S+C's quality aspirations were developed and introduced.

## Human Resources-Strategy at S+C 2012/2013



These are intended to optimize the selection process and help to identify the “best” candidates more quickly and more reliably.

In view of the new organizational structure, the top management was extended by a new “Production and Technology” function, which was filled by an external candidate. The “Sales” function was also made a top management position and filled from inside the company. A new person was appointed to head the already existing Commercial function on 1 January 2013.

In 2013, 14 young people - twelve apprentices/trainees and two students - will begin their working lives at S+C.

We will continue to work on implementing and intensifying the management personnel development measures that have already been initiated and will lead to variable, performance-related remuneration. Other topical issues include the further development of our training and qualification system and the spotting and fostering of talent, but also the positioning of S+C as a particularly attractive employer.



## Growing the core business and entering new markets

In the coming years, the restructured Schmidt + Clemens Group will devote itself to further expansion of its existing core business activities. This will be done partly through vertical diversification and partly through broadening the geographical scope of sales of its Special Products.

We can only achieve an expansion in our activities of this kind through permanent innovation and very high orientation to service. This will mean close attention to strengthening the skills and capabilities of our employees in the coming years. Keywords in this context include vocational training, potential analyses, promotion of talent and continuous further training and development.

Our products and processes must be constantly improved. Therefore, over the coming years, we will gradually introduce the new S+C Production System (SCPS) at all our sites and thus not only guarantee consistent worldwide product and service quality, but also standardize our processes and make them comparable.

The new corporate and management structure, the extremely high level of service-mindedness and the commitment to innovation will make a number of demands on our employees. The process of change that has already been put in train will be accompanied by the offer of appropriate measures to the employees, as well as intense communication.

A task force involving personnel from the widest possible range of areas and working in close consultation with the management will regularly put forward new ideas for future business fields. This "think tank" for new ideas was already set up in January of this year and will contribute to the long-term success of Schmidt + Clemens.

Targeted investment in manpower and machinery, further optimization of the works layout at the parent site in Lindlar and the independence through family ownership are all guarantees for the continuing success story of our enterprise.



## A course-setting year for the Schmidt + Clemens Group

All in all, a positive underlying mood can be sensed in the economy, despite the fact that the euro debt crisis is still ongoing and that it is difficult to foresee developments in the Arab countries. Therefore, our sales forecast presents a varied picture, which differs from region to region and product to product.

The international restructuring process carried out in 2012 has placed the Schmidt + Clemens Group on a sound, future-proof footing. Our goal for 2013 is to exceed even further the already extremely positive results for the year under review. This can naturally only be achieved with qualified, motivated employees and the corresponding investment in human resources and machines. Our new personnel strategy will continue to be consistently implemented. This includes, for instance the systematized selection of job applicants and the application of modern, variable remuneration methods. The establishment of the S+C Academy has the goal of continuously fostering the further training and development of our employees.



At the start of the year 2013, the four-man senior management board headed by Jan Schmidt-Krayer (CEO) was supplemented by Jan Kümmel as CFO. The management team of the Group is now made up of a good mix of both young and mature people, combining innovation and experience.

This year will see the start of operation of our modern training centre, which will once again be run under our own personal direction. A team of experienced instructors is available to support the head of the S+C Academy, ensuring that our aspiration for the quality of our training is fulfilled, namely that today, as in the past, qualified training at Schmidt + Clemens provides the basis for a successful professional career.

The main centre for our research and development activities is our parent site in Germany. Here, in the current year, we are installing a new scanning electron microscope as well as a test rig which is unique throughout the world and will enable us to test our high-temperature materials under realistic, plant based operating conditions.

In 2013, we will further expand our health management activities and hence also our efforts to foster the health of our employees. As well as the fitness centre with qualified training personnel, the staff run events and the "health days", courses offering nutritional advice and assistance with giving up smoking will also be provided. Another activity in the health sphere is the "Health" work group, in which Schmidt + Clemens, the BKK Essanelle company health insurance fund and the Gummersbach Works Physicians Centre are involved, amongst others.



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