

Mission Statement

Vision – Mission – Values

Chemistry is the elementary building block of all life. Chemistry is transformation.

Together we work to protect and preserve life - for a sustainable future. That's what we do with 'Gute Chemie' (Good Chemistry).

'Gute Chemie' transforms inspiration into innovation. We are your experts for specialty chemicals for research, development and production in pharmaceuticals, medical technology, material optimization and environmental protection. With personal commitment, comprehensive service and the highest quality standards, we deliver 'Gute Chemie'.

We are 'Gute Chemie'.

Together, tailor-made, courageous, from people for people, based on our values:



Appreciation

'When we express our gratitude, we must never forget that the highest appreciation is not to make words, but to live them.'

John F. Kennedy



Family Community

'Each individual is a drop, together we are an ocean.'

Ryunosuke Satoro



Trust

'The best way to find out if you can trust someone is to trust them.'

Ernest Hemingway



Equality

'Essentially equal things must be treated equally, essentially unequal things unequally.'

German Basic Law [Grundgesetzbuch] Art. 3, Para. 1



Freedom

'Freedom is always the freedom of those who think differently.'

Rosa Luxemburg



Sustainable Foresight

'A wise man solves his problem. A wise person avoids it.'

Albert Einstein



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Company Value – Appreciation



Human dignity, enshrined in Section 1(1) of the German Basic Law, forms the unshakeable foundation for our respectful cooperation. In line with the saying 'When you eat fruit, remember the one who planted the tree', we value the fruits of our collective efforts and recognise the individual contributions of each and every one of us.

Diverse appreciation in practice

Appreciation at abcr means more than just being polite. It is the willingness to put oneself in the shoes of others, to show interest and empathy and to show understanding for other perspectives. Recognising the enriching diversity and differences in our talents, knowledge and perspectives is a matter of course for us - a principle that applies to us.

This appreciation manifests itself in encounters at eye level, open communication with one another characterised by friendliness, interest and consideration, even in challenging work situations. We do not see mistakes as a weakness, but as an opportunity to develop together – 'be nice, never nasty' is our motto.

'When we express our gratitude, we must never forget that the highest appreciation is not to make words, but to live them.'

John F. Kennedy

Gestures of recognition

A lively feedback culture, regular information rounds and employee appraisals as well as the appreciation of individual performance are just some of the tools we use to show appreciation in a sincere and constructive manner. Even small gestures in everyday working life and taking our employees' wishes into account when designing our working environment help to create a positive working atmosphere. Our managers are aware that appreciation can mean different things to different people.

Respecting decisions made, meeting deadlines and respecting individual contributions are further aspects that contribute to harmonious cooperation and go beyond mere teamwork.

We measure satisfaction through regular internal surveys and continuously improve our corporate culture for the benefit of all.

Chemistry of togetherness

Appreciation leads to 'Gute Chemie' (Good Chemistry), which permeates our products and work processes with positive energy. Small tokens of appreciation - be it a friendly "hello", a sincere "thank you" or a respectful "please" - make it clear that we notice and value the work of our colleagues. This atmosphere helps each person to experience what individual value they personally have for the company.

Mission Statement

Company Value – Family Community



'Each individual is a drop, together we are an ocean.'

Ryunosuke Satoro

As a family business, we consider the family community to be an essential part of our corporate culture. Respect, cohesion and a strong sense of 'we' characterise our working atmosphere. In addition to the individual skills of our employees, the success of our company depends to a large extent on the way we work together, our guidelines and our culture. To put it simply, it's not just what we achieve, but how we treat each other. We create a working environment on a first names basis and with flat hierarchies, in which everyone feels seen, supported and at home.

Together for our success

As the abcr team, we are united by common goals, because our daily work is to offer the best possible service and high-quality, innovative products. In this togetherness, we focus on helpfulness, compassion and humanity instead of competitive thinking. In our dealings with each other, we take the time to listen carefully to each other and to appreciate the performance of our colleagues time and again. We know how valuable mutual support, consideration and a sincere 'thank you' are.

All of this strengthens the cohesion of our working community.

Time for private life

In times of accelerated workflows and production processes, remote working and demanding tasks, it is important for us to find a balance between work and leisure. Taking private life circumstances into account and understanding individual needs have a positive effect on our sense of community and the health of all employees. Optimal work organisation, considerate time management, company health promotion offers, space for relaxation breaks and sufficient opportunity to pursue uplifting leisure activities - this strengthens serenity and balance and work can also be a source of energy.

Hand in Hand

By living a family community, abcr becomes a place where everyone is there for each other, where everyone feels comfortable and secure and enjoys working together - we all belong together and live 'Gute Chemie' (Good Chemistry).



Mission Statement

Company Value – Trust



'The best way to find out if you can trust someone is to trust them.'

Ernest Hemingway

For us humans, trust plays a decisive role in every area of life - whether within the family, among friends or in partnerships, as well as in everyday working life. A strong culture of trust is the foundation for a stable working environment.

Trust is an active decision in favour of an inner attitude that plunges ahead without a safety net. A positive attitude and appreciation are necessary in order to be able to deal with each other in an optimistic, cooperative and fair manner. Mutual trust is a relationship in which the giver and receiver of trust are equally characterised by integrity, understanding and respect.

We create an environment of trust.

Trust and confidence across all levels

We practise trust - in our management, in our colleagues, in our employees and in ourselves. Regardless of the hierarchical level, we create a common basis for managers and employees in which communication is open and fearless across all levels.

We have the confidence to take on new challenges. We encourage each other to tackle them directly and courageously. Transparency and helpful feedback are essential for continuous development. Trust is the basis for successful work and promotes a positive working atmosphere.

We can rely on each other and pull together to achieve our goals.

Building trust

Our attentive, respectful treatment of each other and honest communication are important aspects in creating trust. We have an open ear for each other and listen to each other conscientiously. There is no better way to build trust than to be reliable and predictable.

We recognise competencies so that it is easy to delegate responsibility and grant freedom. Things can go wrong, that's human nature. Our positive attitude towards mistakes and errors results in a beneficial way of dealing with them. A failure shows us where we can improve something, implement it more wisely and develop further.

Building and maintaining our good culture of trust means that ideas and solutions are shared openly with the team or management. Decisions are accepted and jointly supported and implemented, even if people disagree.

Our cohesive workforce is more than the sum of its parts and offers a positive experience for successful collaboration. Trust makes it possible to optimally utilise all resources for today's cross-functional collaboration.

Trust in a changing world

In a world that is constantly changing, trust is an irreplaceable asset. It gives us a sense of security and belonging, strengthens satisfaction, commitment and trust in ourselves and others.

Strengthened trust enables us to make the most of future opportunities and achieve common goals.

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Company Value – Equality



'Essentially equal things must be treated equally, essentially unequal things unequally.'

German Basic Law [Grundgesetzbuch] Art. 3, Para. 1

We treat each other as equals and recognise and value the diversity of our workforce as a source of our strength and solidarity. In the spirit of 'multi-culturalism', we live a strong sense of togetherness within a considerate environment with fair framework conditions that are equally binding for everyone.

The subtle difference is that we recognise inequalities with the aim of being equal in value.

Equal rights and opportunities

Diversity is a valuable asset for us and an enrichment for our collaboration - one of our strengths. We are actively committed to equal rights and equal opportunities in accordance with the respective working environment and area of responsibility, regardless of origin, gender, faith or other characteristics.

The best ideas come from working together

We see the diversity in our team, with its wealth of experience, knowledge, expertise and opinions, as the foundation for creative ideas and innovative solutions.

We create an environment for open and respectful dialogue at eye level in meeting spaces where differences of opinion are welcome and can be resolved fairly and objectively. Through attentive listening, empathy and tolerance, we promote mutual understanding and a sense of belonging.

Living reality

We are aware that change starts from within. That's why we encourage everyone to look at their own attitudes, actions and words first.

By being a role model for equality ourselves, we not only contribute to a harmonious team dynamic, but also to a society in which fairness, acceptance and equal opportunities are a matter of course. For us, integration and cohesion are not just political phrases, but a lived reality.



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Company Value – Freedom



Individual freedom plays a key role and the realisation that there are limits also arises from living this freedom – we respect this. We share and respect personal boundaries.

A simple principle: freedom ends where the freedom of others begins.

It is important to practise openness, acceptance and tolerance and to ensure that our freedom does not restrict others.

As a family-owned company, we give ourselves the freedom to act quickly and alternatively through flat hierarchies. Decisions are made and actions taken in such a way that they correspond to our values and remain within our guidelines.

'Freedom is always the freedom of those who think differently.'

Rosa Luxemburg

Freedom of expression – we have an open ear

We always make sure that employees are heard with their personal, objective opinions and that constructive questions are not only allowed, but encouraged in a benevolent sense. We see diversity as a strength, as the variety of perspectives can lead to innovative, creative solutions.

We encourage each other to listen, to be open to new approaches, to learn to value other opinions and ideas and to express criticism in a respectful manner. We see constructive criticism as an opportunity and encourage our teams to communicate transparently. Rather than using the grapevine, we focus on directly addressing the right recipient and on open, objective and positive dialogue that leaves no room for prejudice and pre-judgement. Disagreements are resolved quickly and constructively with all parties involved.

Actively shaping and deciding together

Within the external framework in the form of clear rules, responsibilities and tasks, there is room for manoeuvre with freedom of design and decision-making, in which people can work in a self-determined manner – together, but also independently. This flexibility requires the assumption of responsibility and cross-team, entrepreneurial thinking and action, but also that sufficient time and all the necessary information is available to complete tasks.

Nobody is perfect and with a positive error culture, regular feedback meetings and anonymous employee satisfaction surveys, we find out whether we are achieving our goals and where we need to improve.

Freedom to plan – family and career? Yes, of course!

A good work-life balance within a supportive working environment is very important to us. We recognise that each person has different needs and commitments. We do justice to this by offering different working models that take personal circumstances into account. Flexible working hours, working from home and joint holiday planning as a team are not just buzzwords for us, but a reality.

This creates space and opportunities for skills development, boosts employee satisfaction and health and ultimately constantly improves the corporate culture.



Mission Statement

Company Value – Sustainable Foresight



'A wise man solves his problem. A wise person avoids it.'

Albert Einstein

Sustainable foresight is an important quality that enables us to take a broad view of the big picture, consider the effects of our actions with foresight and find long-term solutions. We think entrepreneurially, act responsibly and at the same time think outside the box, looking both inwards and outwards. We make our decisions prudently and with a view to the future.

From visions to deeds

Working with foresight and conserving resources is a joint process on many levels:

- We develop clear strategies based on figures, data and facts. These result in short, medium and long-term goals for all teams. We take time for strategy and planning in order to make the best possible decisions and sensible investments. This means that our investments are not just a cost factor, but a good opportunity to create long-term value.
- It is a matter of course for us that all information is published transparently and can be accessed by every employee. This promotes a culture of open communication and learning. We regard the sharing of knowledge and information as a form of appreciation and respect.
- Clear structures and processes, clear roles and responsibilities ensure optimum interaction between all teams and the smooth functioning of our value chain.
- We focus and prioritise our projects wisely and attach great importance to efficient and sustainable implementation. Through the targeted use of resources and a transparent working method, we ensure that we always keep an eye on time and costs.
- In addition to the further development of skills, abilities and knowledge, we also take health into account in our personnel planning. People are a particularly important 'resource' at abcr: occupational health and safety and workplace health promotion play a major role.
- Our vision of 'Gute Chemie' (Good Chemistry) serves as a guide for our daily actions to achieve overarching goals. By working together, we create a common identity that strengthens our performance. This enables us to offer our customers the best quality and optimum service.

Creating sustainability together - Shared future

Our sustainability strategy includes a view of our environment and society. Future-oriented action also means resource-conserving action within the entire supply chain of which we are a part. We are aware of the consequences of our actions and act responsibly and with care with regard to the use of resources, waste production, energy efficiency, safety and health.

Together with competent partners, we develop a wide variety of innovative applications in areas such as medicine, materials science, electronics, the environment and biotechnology, which bring sustainable benefits for the well-being of nature and people.

This is a further building block that leads to the realisation of potential, self-confidence, stable organic growth and long-term success.