

GRIMME

Harvesting Success Together

Guiding principles of the Grimme Group





It is our aim to retain and strengthen our position as market leader for innovative potato technology around the world, and reach the same position with our beet and vegetable technology.

Grimme: a family company

Grimme has served farmers since 1861. Values like earthiness, reliability, trust and loyalty have been with us for over 150 years, and it is these to which we owe our success. It is our entrepreneurial ambition to offer our customers around the world the most innovative and cost-effective products in the fields for potato, beet and vegetable technology. By providing a high level of service,

that is both customer and solution oriented we further guarantee the success of our customers, and this is supported by our fast supply of Grimme Original Parts throughout the world. Our aim is to work together with both our customers and business partners in an open, honest and authentic way. As a family company, we have our own corporate culture and values that the entire

Grimme team of over 2200 motivated and loyal employees live by every day. These are the basics of our general philosophy "Harvesting success". Now and in the future the Grimme family and our name stands for long-established company culture, economic solutions and trend-setting innovations. The course is set for our continued success into the future.

*Frau u. Christine Grimme
mit Christoph u. Philipp*

GRIMME
 Grimme France
 Allée du Danemark
 ZAC Artoipole 1
 62223 Feuchy
 FRANCE

Grimme France
 Chemin de la Wissche 5158
 59670 Hardifort
 FRANCE

GRIMME
 Grimme Ireland Equipment Ltd.
 Doorogue
 Ballyboughal, Co. Dublin
 IRELAND

GRIMME
 Grimme UK Ltd.
 3 Faraday Road
 Glenrothes
 Scotland, KY6 2RU
 GREAT BRITAIN

ASA-LIFT
 ASA-LIFT
 Metalvej
 4180 Sorø
 DENMARK

GRIMME
 Grimme Landmaschinenfabrik
 GmbH & Co. KG (plant 1)
 Hunteburger Straße 32
 49401 Damme
 GERMANY

RICON,
 Ricon GmbH
 Vertriebsgesellschaft
 Turmweg 3
 49401 Damme
 GERMANY

INTERNORM
 Internorm Kunststofftechnik
 Robert-Bosch-Straße 5
 49501 Damme
 GERMANY

GRIMME
 Grimme Vertriebsgesellschaft mbH
 Am Funkturm 33-35
 29525 Uelzen
 GERMANY

GRIMME
 Grimme NL B.V.
 Postbus 460
 5140 AL Waalwijk
 NETHERLANDS

Grimme UK Ltd.
 Kilnfield House
 45 Common Road
 Dunnington, York YO19 5PA
 GREAT BRITAIN

Grimme UK Ltd.
 Station Road Swineshead
 Boston
 Lincolnshire, PE 20 3PS
 GREAT BRITAIN

Grimme UK Ltd.
 Cartmel Drive
 Harlescott Industrial Estate,
 Shrewsbury, Shropshire, SY1 3TB
 GREAT BRITAIN

GRIMME
 Grimme Skandinavien A/S
 Løvhegnet 9-11
 8840 Rødkærsbro
 DENMARK

Grimme Landmaschinenfabrik
 GmbH & Co. KG (plant 2)
 Lüneburger Str. 1-2
 49597 Rieste
 GERMANY

GRIMME
 Grimme Russland
 ul.Industrialnaya, d.3, s. Detchino
 Maloyaroslavetsky r-on, Kaluzhskaya obl.
 249080
 RUSSIA

GRIMME
 Grimme Agricultural Machinery (Beijing) Co.Ltd
 Zhaoli Lu No.2 Shunyi District
 101301 Beijing
 CHINA

GRIMME
 Grimme Turkey
 Özel Organize Sanayi
 Bölgesi 4.Sok No. 23, Bogazköyü
 50100 Nevşehir
 TURKEY

GRIMME
 Grimme Polska Sp.z.o.o.
 Zabikowo 1
 63-100 Zabikowo
 POLAND

KLEINE
 Salzkottener Maschinenbau GmbH
 Ferdinand-Henze-Straße 6
 33154 Salzkotten
 GERMANY

GRIMME
 Grimme India Pvt Ltd
 507 508 C Block
 5 th Floor Titanium Square
 S G Highway Thalaj
 Ahmedabad 380054
 INDIA

GRIMME
 Grimme Belgium SA
 Rue de la Cortewilde 27
 7781 Houthem
 BELGIUM

SPUDNIK
 Spudnik Equipment Company LLC
 1410 West 12th Street
 Grafton, North Dakota
 USA

Spudnik Equipment Company LLC
 300 Centennial Drive
 Heyburn, Idaho 83336
 USA

Spudnik Equipment Company LLC
 584 West 100 North
 Blackfoot, Idaho 83221
 USA

Spudnik Equipment Company LLC
 110 Airport Drive
 Presque Isle, Maine 04769
 USA



The Grimme group worldwide

The family company was founded in 1861 as forge in the town of Damme, Lower Saxony, Germany. During the 1930ies, the father of the current owner, Franz Grimme senior, developed our first potato harvesting equipment. Today the Grimme group includes the northern american potato machinery manufacturer Spudnik (Blackfoot/Idaho), the beet machinery manufacturer Kleine (Salzkotten/ North Rhine-Westphalia) and the Danish vegetable machinery manufacturer ASA-LIFT (Sorø). Our machines are sold in over 120 countries by local dealers. Grimme has its own subsidiaries and service agencies in key markets. Also belonging to the Grimme group are two companies located in Damme, Internorm (plastics engineering) and Ricon (sales company for root crop parts). Over 2200 employees (excl. seasonal workers) work for the Grimme group around the world, 1450 of those work in Damme (plant 1) and in Rieste (plant 2).

- Headquarters
- Subsidiary
- Depot
- 🏭 Production site



China
 The 2-row windrower WH 200, in use in China.



Lebanon
 An efficient 7 person team working at the picking table on a trailed potato harvester.



Russia
 Extreme performance in extreme conditions: the beet harvester MAXTRON 620, harvesting in Russia.



Individual consulting
 Over 150 different machine types, each with up to 200 options require professional, knowledgeable sales representatives to ensure our customers find the best solutions for their needs.



Exchange of experiences
 Intensive dialogue with our customers all over the world forms the basis for our practical solutions.



Machines at work
 In field demonstrations are an excellent opportunity to present our innovative potato and beet technology to our customers.

Customer and sales partner



Innovation

Grimme produces innovative potato, beet and vegetable technology, which makes a significant contribution to the economic success of our customers. Ongoing product development is the main reason for success in both national and international competitions.

◀ Three DLG Gold awards, over 20 Silver awards and many other international accolades stand for the high level of innovation in our company.



Exchange of experiences

Our daily work is influenced by our close working relationship we have with our customers and sales partner, as we aim to develop customer orientated solutions. We always make time to listen.

◀ Experience exchange happens not only during the prototype phase.



Working together

Grimme stand by their philosophy to provide focussed, friendly and solution orientated services in association with our sales partners to meet the customers needs. During each campaign sales partners ensure customers are supported by well trained Grimme service teams.

◀ Over 500 sales partners, in conjunction with the unique Grimme Service Team offer in season service in over 120 countries worldwide.



Fast supply

We ensure together with our sales partner a prompt supply of high quality Grimme Original Parts for our customer. We create added value with a world wide and powerful after-sales system for all products in the Grimme group.

◀ Ultra modern logistics ensures a quick Grimme Original Parts supply.



Cosmopolitanism

We are active in over 120 countries world wide, and appreciate and respect the different cultures in our work. On a daily basis, employees from over 20 different nations work together to support our international customers and sales partner.

◀ We do not only adapt the technology to the different local conditions but also consider the various cultures.

Employee



The Grimme-community

Good results are only possible in a team. 2200 employees work around the world for the Grimme group. To stay as the market leader in the potato technology and to reach that goal also for the beet and vegetable technology, a strong, international team throughout all subsidiaries is necessary.

◀ Team spirit and a living interaction are very important for us. And not only internal but also with our partner worldwide.



Confidence

Values like trust and loyalty have been with us for over 150 years, and it is these to which we owe our success. The great loyalty of our staff, remarkable team-spirit and the special expertise are the driving force for our continual improvement, quality and innovations.

◀ We often celebrate 25, 30, 40 and even 50 years dedicated service with our staff.



Improvement

We operate a process of continual improvement. We always check our processes and review working methods to ensure we operate efficiently and practically with a customer focussed aim. Suggestions and ideas from our employees are welcomed as part of this process, to ensure we are working as effectively as possible. Taking in account the most effective and economic methods which are continuously checked.

◀ Also the management is involved in the continuous improvement process.



Positive feedback

For Grimme, teamwork is the key. We actively encourage commitment and personal initiative in all our employees. Each are responsible for their own actions, mutual trust and motivation and this ensures everyone has the confidence to make decisions and accept feedback. We support a culture of constructive criticism in order to benefit from the potential improvement offered.

◀ Only by learning from mistakes can we improve the future.



Promotion

We like to promote initiative and self organisation among our employees. Encouraging their entrepreneurial thinking, and through regularly discussions concerning their individual strengths and potential weaknesses, our special trained supervisors ensure all staff achieve their goals.

◀ Internal and external training for our employees promotes individual abilities and challenges their performance.



Dynamic

Efficient management structures and decision making processes, with self controlled well networked teams are essential to allow Grimme to react to a changing market place, ensuring the customer always gets the best solution for their conditions.

◀ Employees discuss in regular product team meetings the next steps and if any changes are required.



Transparency

Regular meetings keep employees up to date about important strategic commercial decisions. In addition information is published in the employee magazine "Dialog intern" (internal communication) and our Intranet to keep everyone well informed. This also safeguards the trustful cooperation between the employee's and our management, safeguarding the future of the whole Grimme group.

◀ Frequent work meetings take part to keep all employees well informed about the present situation and future strategy.



Precaution

Employee health care and safety protection have a high level of importance in our company. This includes the support of an internal fitness program, smoker cessation courses, special hearing protectors and disability insurance.

◀ The company doctor discuss with each employee their work surroundings to ensure an optimum health protection.



Job training

The deep, value-based and competent training of young people is very important for us. Quality training of young people is very important to us. Every young person entering our business are encouraged to express their talents and natural abilities in a targeted way. Beside specific training, individuals are helped to settle into our business from both personal and work aspects, ensuring this introductory phase of their careers run smoothly.

◀ Yearly over 120 young people are in a training at the headquarters in 14 various commercial and industrial jobs.



Social Commitment

Social commitment and personal development are very important to us. All trainees spend two weeks in a social institution for disabled people, called Andreaswerk (Vechta, Germany). This leads to an improved understanding of situations and an overall positive impact of their daily work.

◀ Our social work experience for all trainees has been a part of our training program since 2006.



Supplier



At eye level

Long-term relationships with our suppliers are very important to us. Often build over decades, our aim is to maintain these relationships for the mutual benefit of our company. Our culture ensures we have open and trustworthy communications and that all commitments are fulfilled.

◀ One of our long term suppliers, the Busch Planenverarbeitung GmbH (tarpaulin processor) from Damme.



Flexibility

Reliable, dependable, cost effective, flexible; all criteria we look for in a supplier, from local companies to national and international providers.

◀ As we compete in a highly fluctuating market that directly impacts on our production system we rely on reliable and flexible suppliers.



Confidence

Sheltered workshops around Damme belong to our suppliers for over three decades, and are part of the Grimme philosophy.

◀ Among other things the sheltered workshops produce high quality bunker webs for potato harvester.



Cooperation

Our suppliers are the basis for a successful and future orientated business operation. High demands in quality, delivery dependability and price performance needs a close and reliable cooperation. These result in long term relationships; the basis for our success.

◀ Based on the long-term cooperation we can rely on our suppliers and work hand in hand.

Quality and environment



Quality

Strict quality control and modern safeguards ensure our customers receive their new machine to the highest standard.

◀ Only high quality products achieve an economical success for our customers.



The Grimme Productions System (GRIPS)

GRIPS is a specially developed production system based on the modern results from our efficient management. GRIPS ensure a high quality product and maximum work safety, while also conserving our resources.

◀ 6 interlocking modules are the basic of GRIPS, a continuous monitoring and improvement of processes.



Ground compaction protection

Innovative developments of the Grimme chassis enables reduced ground compaction across the entire machine width in all drive modes. Highly maneuverable, our chassis ensure minimal disruption whilst opening a field system. The rubber tracks enable reduced ground protection. The large footprint and optimum weight distribution between rubber tracks and wheel ensure a very low ground pressure.

◀ Thanks to its unique chassis concept with rubber tracks and rear steering head, the MAXTRON 620 is the world's most manoeuvrable beet harvester, which at the same time causes the least ground compaction.



Sustainability

Fully aware of our environmental responsibilities, we ensure our production techniques optimise energy use and reduce waste. We work on energy use optimization and reduction of waste within our economical possibilities.

◀ We work on a solution to avoid the use of zink phosphate treatment in our painting system with the aim to avoid special waste and reduce energy consumption.



Social responsibilities



Together for the good cause

Many of our employees assume social responsibility and get involved regularly in several social areas.

◀ On Thursday, May 7th, 2015 a group of 15 employees from Grimme UK, Grimme Scandinavia and our headquarters at Damme rode over 440 km in aim of charity. Over 10000 Euro were donated to the Children's Cancer Aid in Vechta and to a charity organisation in the UK.



Area

Beyond our business activities we take an active part in the social and cultural activities in our down to earth local area, helping to create an attractive working and social environment for all our employees.

◀ Franz Grimme is head of the community foundation in Damme and Christine Grimme also is active in the managing committee.



Family

We support and work closely together with regional day and child care organisations, along with local sports club to improve the surroundings for our employees and their families. Since 2013 Grimme is member of the regional "family friendly companies group" (Verbund freundlicher Unternehmen e.V. Oldenburger Muensterland), the link between community, further education and the employees.

◀ Family days at the headquarters take place on a regular basis.

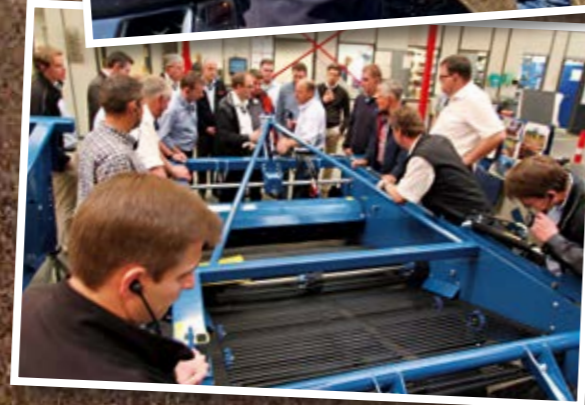
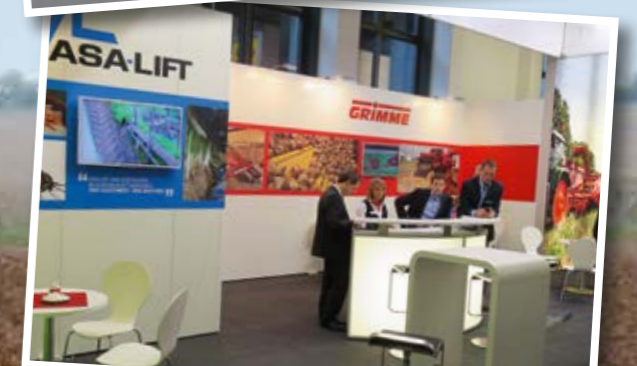


Support

To counter the increasing shortage of skilled labour, we support the MINT-job related tasks (math, informatics, natural science and technics) and keep close contact to the schools in our area. Our training centre is open for all interested pupils.

◀ We look to contact young people through a learning partnership with local schools, and by offering support for local clubs, for example a Robots group.

We are Grimme





Download our contact details onto your smart phone quickly and easily by means of the QR code!

Grimme Landmaschinenfabrik GmbH & Co. KG
Hunteburger Straße 32 · 49401 Damme · Germany
Phone +49 5491 666-0 · Fax +49 5491 666-2298
grimme@grimme.de · www.grimme.com

GRIMME