



# VBH Magazin

3/2011

The Expert Brand for Window and Door Hardware

- VBH promotes next generation of managers
- Cost-effective machinery appraisals from VBH
- VBH in Ukraine



Simply everything.

Everything simple.



Dear Readers,

The VBH Group has raised both sales and earnings in the first half of 2011.

Germany, Central Eastern Europe and the CIS countries are responsible for the positive progression.

In Germany, alongside a coherent strategy the market continues to be on our side; also, the outlook remains stable for our industry despite many European trouble spots!

In Eastern Europe, we can deem ourselves to have succeeded due to our outstanding market positions in these groups of countries, also under sometimes difficult conditions.

There is nothing particularly new to report from the West (except the Netherlands) or the South. The measures taken are mainly concerned with damage limitation; a reversal of the trend is still not apparent in many countries and in some it may have to wait a long while.

To an expansion strategy also belongs a tactical retreat in cases where a perspective is missing for the foreseeable future. In this way we will take up our rightful position in the global markets based on an in-depth analysis of changing conditions as we purposefully and optimally employ our strengths and resources.

That our success is sustainable is undisputed in an industry where the transformation from dealers to service providers is already well advanced. Our main thrust with the promise of "everything simple" pertains more and more to our competitive advantage.

For examples, see case studies in this issue about our support for the construction of sustainable windows through the selection of the requisite tools.

Due to the huge demand for training precipitated by the success of our brochure "Professional Window Assembly with greenteQ", we have provided several installation videos on our online portal, which vividly illustrate the competent use of the various products and the proper installation of the windows by fitters and tradesmen.

An article from Ukraine shows how large, forward-looking window manufacturers abroad are relying more and more on VBH's services to help them solve procurement and logistics problems and to otherwise benefit from our experience, for example in the area of CE.

Under the heading of "simply everything" we draw your attention to our new Thresholds System, providing you with tailor-made solutions in wood, aluminum and PVC that help you achieve to excellent system values.

Being able to turn the benefits of our diverse services tools and the features of the innovative greenteQ products into international market success requires appropriately qualified employees.

An important role is played by our graduate programme, in which for the last two years a group of talented young executives from different countries has been prepared for their future international missions. They finally take up key roles

in the international rollout of the service tools and greenteQ products.

At the same time, they are promulgators of VBH values for the many country representatives.

We make high demands of the young people we present herein; but we also offer them very interesting prospects.

Happy reading!

Yours sincerely

Rainer Hribar



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Karsten Kreibich

## International Trainee programme VBH promotes next generation of managers:

**Overcoming international challenges, directing processes and implementing globally-positioned projects - the demands placed on executives in the international wholesale trade are high. VBH Holding AG accordingly prepares its future managers for the tasks that lie ahead of them over the course of two-year trainee programmes. Six entrants from international backgrounds are participating.**

Romania, United States, Canada, Hungary and Germany – these are Edgár Szócs' former stop-off points. After having spent three years accumulating experience in the architectural hardware industry, in June the 29-year old transferred to VBH: "What excites me most is working with people from different countries and with a different

way of thinking." This fits well with my own multicultural background." Anna Taran, another programme participant can well envisage later having her own professional centre in Eastern Europe – this opportunity is offered to her by international wholesale. Originally, the industrial engineer is from Ukraine. After graduating from the Kharkov State University in aerospace, and a stop off in England, she then studied business administration in Esslingen before opting for the international trainee programme at VBH: "For me it was very important that I was able to assist in determining the focus of the programme. As was the case in my studies, I've opted for logistics."

These two examples are representative of all six participants of the international leadership programme for promotion

of young talent by VBH. They all have an academic education as well as vital work experience and bring a high potential for further development. For two years they have been learning about the different corporate divisions in the headquarters and the particularities of wholesale architectural hardware in the context of international projects. These comprise the areas of Controlling, Logistics, Process Management, Finance and Marketing. In addition, the participants complete a comprehensive accompanying training programme, so that they can take over technical and management positions at the VBH subsidiaries abroad after successful completion of the programme.







## Employees specifically brought forward

Vivek Srivastava would like to learn something new every day. "In addition I would like to combine management and technology." His emphatic choice was in the area of windows and doors wholesale - for him, a completely new industry. Previously, he had worked several years in Finance and IT in his home country of India. In addition to German, he also has a mastery of Hindi and English. Victoria Semenchenko and Sarah Shaath also appreciate the variety of functions and the unique opportunities offered to them by the VBH-trainee programme in international wholesale. "At VBH we are given the opportunity to take on our own responsibilities and projects in the various fields. Since my family comes from the Arabian peninsula, I would also like to work later in Dubai or Kuwait", said Sarah Shaath. The Russian-born Victoria Semenchenko is open to all cultures and countries, but finds Latin America particularly attractive. "With

our international orientation and offices in over 40 countries around the world we have many ways with which to promote and to employ the strengths of our employees", emphasises Karsten Kreibich, Director of Human Resources at VBH. "This is an important means by which we can attract qualified employees." Because of the increasingly difficulty in securing young talent in this sector in the labour market, a target-oriented human resources development programme is important for the VBH Group. "So far we have been able to obtain a very good result with internal training and our international managers, therefore we consistently follow this track," said Karsten Kreibich.

The promotion and upgrading of staff skills is a consistent part of VBH Holding AG's employee development programme. Their commitment, expertise and involvement are the key to the success of the wholesale business. Those interested may quickly and easily access all the information for a successful application using the VBH career portal at [www.vbh.de](http://www.vbh.de) - from education to trainee and training programmes to courses of study at bachelor degree level in cooperation with the Dualen Hochschule Baden-Württemberg (DHBW) [Baden-Württemberg Cooperative State University]. The dual study combines economics lectures with internships in the international environment at VBH. Here the students may gain a knowledge of all the relevant departments and processes relevant to the wholesale business. After two years they will have the opportunity to study abroad at one of the VBH offices.



CFO Frieder Bangerter and CEO Rainer Hribar have good reasons for celebrating.

### Stable German business

## Group - half-year financial report

#### **Stable business in Germany and positive economic indicators increase sales and profits.**

Consolidated sales at VBH Holding AG improved in the first half of 2011 by 5.9 percent from € 344.9 million to € 365.3 million compared to the previous year. Order backlogs and encouraging economic signals positively influenced the development. Profit before tax (EBT) exceeded the previous year, significantly improving from -€3.1 million Euro to -€1.3 million. Compared to the first quarter of 2011, however, business development has lost momentum. The half-year sales growth was significantly

underpinned by the segments in Germany and Eastern Europe, which increased their sales by 6.5% and 10.4% respectively. Germany continues to be the largest segment in the group and thus anchored the result despite a high level of competition. The market benefited from the energetic reconstruction and good prospects for residential and commercial construction. The underlying circumstances of the Western European markets of Belgium, Greece, UK, Italy and Spain remain fraught and show no positive change trends.

Due to the stable market situation in Germany and Eastern Europe, the

Board of VBH Holding AG expect a single-digit sales growth for the fiscal year 2011. Operating profit should increase disproportionately to sales growth.

## Wide variety of timber profiles

# Security system for window and door constructions

Steadily increasing targets for thermal insulation and an increase in extreme weather events is increasing demand for door and window designs. VBH supports manufacturers therefore in constructing future-proof windows, as well as the choice of the necessary tools. The comprehensive testing experience of the CE-fix experts is of benefit to VBH customers.

Keine Frage – dass sich das Klima  
There is no question but that the climate is changing to produce more and more violent and especially more frequent extreme weather events. At the same time, from the perspective of a window or a door it makes little difference which form global warming takes us – to be sure, all windows, facades and exterior doors which are installed have to now be able to withstand heavy rain, high wind pressure and large temperature differences. “The issue of system security is therefore not only of growing importance due to the planned tightening of the Energy Conservation Act 2012”, says Hans Neumeier, director of VBH’s CE-fix system platform. Based on the extensive testing procedures for CE marking, he and his team now have a comprehensive knowledge in the field of system tests. In this way they can provide specific professional support to VBH customers in the



development of low-cost structures – for example, for the conversion of profiles to IV78 and IV90.

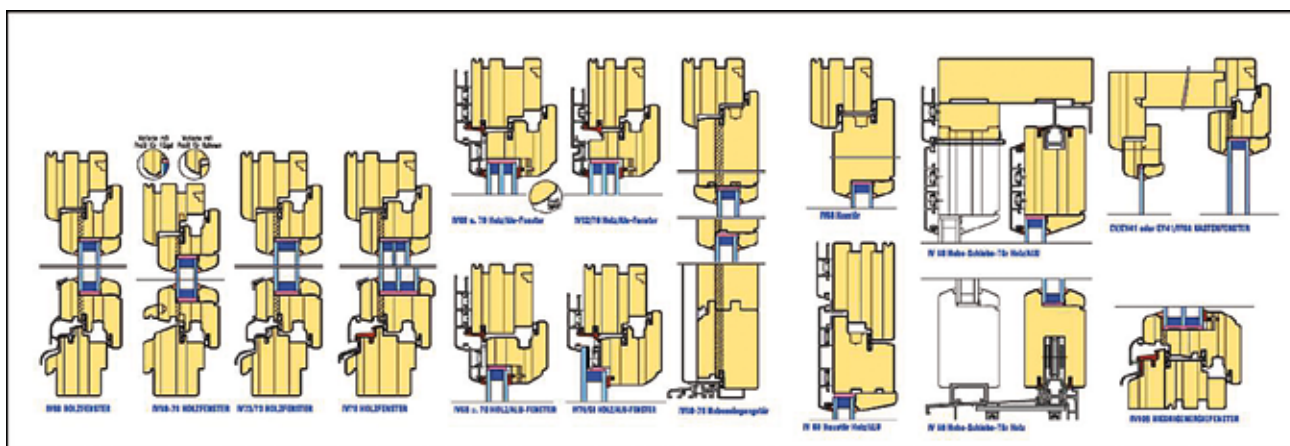
### Advice on design and tooling needs

“With our knowledge we provide independent and objective assistance to our clients in the design of new products and the specification of the necessary tools,” explains Hans Neumeier. “We have not only the one-sided optimisation of thermal insulation under our purview, but also the growing demands on static and the resilience of new constructions.” The current knowledge of experts in the field of standards

and requirements flows naturally from this. Through a sound analysis of the components and the vote of all the constituents of a design, they are able to optimise the whole system, minimise risk and enhance security.

All suggestions for improvement are attested by reports from CE-fix. The focus of the system platform has been standing next to the CE Mark for some time in terms of the security of the general system design. To ensure this, all individual components of an overall design must be adapted to each other. CE-fix, with its comprehensive database comprising hundreds of individual tests, is the best basis for this. “In terms of driving rain, for example, often an improvement consists in the drainage, to name just one example”, says Hans Neumeier. But also the wind load has an impact on the tightness and stability of the construction. “Our common goals with the producers are future-proof window structures and an optimised tool requirement.”

Variantevielfalt bei Holzprofilen





## Cost-effective machinery appraisals from VBH The future and the right tool for the job

The window manufacturers Mahrenholz and Common both use VBH's support in their design of future-proof wood windows, in spite of the fact that the requirements of the 280-man company from Beverungen and the specialist on conservation grade windows operating from Maulbronn could not really be more different. But with their experience of hundreds of design reviews and their passionate commitment to development, VBH experts are able to help each of their customers find the best solution and advise on the choice of the necessary tools. In the coming years both manufacturers can be assured in this way of being on the safe side of the window.



Marketing Manager Andreas Finger (left) and Managing Director Uwe Frankenstein of Mahrenholz.

Uwe Frankenstein of Mahrenholz will be happy to take the time to lead visitors through the timber assembly process. Currently there are varied windows being produced there for the Berlin Zoo. "True exotics", as Uwe Frankenstein says, with fixed glazing and two differently coloured full-sheet openings. For the newcomer in wood-aluminium, the area has been a great success, because the decision to enter that

segment was only taken a year ago. "The market share of the wood-aluminium windows in Germany is increasing rapidly." Wood-Alu is a perfect combination of a renewable resource and a durable exterior weather protection, "explains the director. As a full-range supplier, Mahrenholz is among the 20 largest manufacturers in the German window market and produces up to 300

windows and 50 doors daily in PVC and wood from its two plants in Beverungen. In addition to its other production and distribution companies in Saxony, Bremen, Brandenburg and Switzerland, the company group has its own insulating glass production facility in Lower Saxony. "The designations 'made in Germany' and 'made in Switzerland' are important to us, since we make no compromises in our suppliers." Uwe Frankenstein refers exclusively to VBH for the fittings in the wood sector. For this the deciding factors were, on the one hand, the product offering, but, above all, the good support and close cooperation with the CE experts Hans Neumeier and Norbert Appelhans in the development of new products. "As part of the planned EnEv 2012, we have naturally wondered whether our wood windows can attain the required values. IV68 is probably a discontinued



For special orders, as shown here for the Berlin Zoo, Kai Weber of VBH provides active support to the Mahrenholz team even during production. In the photo, left to right: Kai Weber with Marketing Manager Andreas Finger (left) and Managing Director Uwe Frankenstein of Mahrenholz.

Photo right side, bottom: impressive modernity at Mahrenholz.





model in thermal conductivity from 1.1 to 1.0; additionally in IV78 we have not only better protection but also improved durability and structural analysis," said Frankenstein. "In February we introduced our customers to our new IV78 aluminum clad wood windows, developed together with VBH."

## Future-proof window construction

The Mahrenholz IV78 wood-aluminium natura line offers an extremely wide colour palette with the aluminium shell forming a durable weather protection on the outside and the wood offering a natural interior finish. "Pine brings an attractive element into living spaces and is accordingly particularly suitable," says Andreas Finger, responsible for

marketing and product design. In conjunction with a "warm edge",  $U_w$ -values are obtained up to 0.90 W/m<sup>2</sup> K. Thus Mahrenholz is well prepared for the future - no matter how EnEv 2012 turns out. VBH experts were able to contribute their extensive knowledge for the optimisation of the design of the new profiles and on the appropriate tooling setup. In the last year VBH has made hundreds of individual and system checks of windows and doors in the context of CE certification in order to review them for their heat value, density and resistance to driving rain and wind. With this background knowledge, they can assist clients in developing cost-effective structures and in professionally converting their production facilities to the new window profiles. Hans Neumeier explains the integrated approach as follows: "We provide our expertise to the manufacturers in testing procedures from the outset, so that

it can already be included in the construction". At Mahrenholz, amongst other things, sharp profile edges were avoided to increase the longevity of the colour. An optimisation of drainage increases the water tightness of the wood windows and doors. Uwe Frankenstein greatly appreciates the support: "VBH is always quick and responsive with ideas, information and also on-site – that is worthy of high praise, because it's not every day you have that with a supplier," says the managing director of Mahrenholz. And Andreas Finger adds: "At our product launch in the spring at events all over Germany, VBH experts were also able to provide objective and impartial information concerning the specifics of the new design. That was very well received by our customers."



## Aesthetic appeal and modern standards reconciled



Bodo Common was therefore in search for a suitable solution that was able to combine the new standards and modern furniture with the aesthetics that are deemed to be worth preserving. IV78-Standard-Profile did not come into question. "Alone, the conversion of the tools on the new profile would have cost us approximately €30,000 – and in this way compliance with preservation is still completely open." Together with VBH, our intention was initially to look at ways in which the best values can be achieved within the restricted parameters. "Because the colleagues are au fait with all requirements we were able to work together to develop simple solutions with high value." Even small

fort and therefore nearly all the proposals have already been implemented." Both for the window manufacturer from Maulbronn as well as for Mahrenholz's Uwe Frankenstein, the advice provided by VBH has paid off: "With support we were able to precisely define the tool requirements and thus appreciably im-

prove the cost-benefit ratio," said Bodo Common. "And we are sure that we have found a viable solution for the coming years."



For Common Fensterbau no order is like another. The challenge faced by VBH in specifying the appropriate hardware is correspondingly large.

changes in the design bring significantly improved results, for example, the introduction of a thermally isolated rain track, special insulating glass, Thermix standoffs and two condensation seals. Bodo Common is convinced by this good compromise, "We have learned that we can achieve considerably better values without significant additional ef-





## Online Videos for competent window installation

The online portal GreenteQ.info now offers a number of videos for standards-compliant window assembly. Accompanying the brochure "Proper window mounting with greenteQ" the videos illustrate the application of different seals for the outer, middle and inner levels in different installation situations and thus support technicians and craftsmen in the proper execution of the work.

Each installation video portrays an installation situation from the greenteQ brochure. It provides a step-by-step demonstration of how the different sealing products are correctly used in the new-build, old building and renovation installation situations, for example, the greenteQ foil interior, combined with the greenteQ 1K window foam gun B2, the greenteQ 600 sealing strip and the greenteQ foil exterior. An optimisation of air- and watertightness under driving rain conditions can be achieved only in the perfect interaction of the components. This is necessary to meet the required high energy standards. "The lasting quality of a window is determined during installation," says Markus Roeser, Director of Category Management at VBH. "To enable the artisans and technicians to meet the necessary security standards, we show how greenteQ sealing tapes and greenteQ films are processed and applied to achieve standardised results." Particular attention is paid to the soffit area and perimeter joints.



### Illustrative addition to the brochure

In taking a practical approach the installation videos perfectly complement the "Adequate window Assembly with greenteQ" brochure, which appeared at the beginning of the year. This 32 page publication portrays many schematic diagrams detailing the correct use of greenteQ products in existing and new-build construction situations. Both the

brochure and the new installation videos are available at [www.greenteQ.info](http://www.greenteQ.info). In addition, the website offers detailed information, product data sheets, installation instructions and videos showing the competent installation of windows and certification for the entire greenteQ range.





Markus Röser

# Barrier-free, thermal-insulating, durability, burglar-proof

## The new greenteQ Threshold System combines all doors and materials

Whether constructed in PVC, wood, metal or wood-metal, whether an opening for a balcony or front door, according to internal or external, single or double fold - with the new "Threshold System" brochure VBH offers its customers a complete system that combines all components and requirements such as thermal insulation, driving rain, accessibility, durability and security: Simply everything. Everything simple.

As with all solutions from VBH, the new greenteQ TB70-140 threshold system follows the approach of an overall concept: The greenteQ threshold TB, greenteQ under-threshold insulation profile, greenteQ filler blocks, greenteQ crystal-clear MS-polymer adhesive, greenteQ weather bars and

greenteQ brush seal components interact to perfection, fulfilling all customer requirements. "Following our successful professional window installation principles, we have decided to apply the proven system thinking to the door," says Markus Röser, vice president of category management at VBH. In the selection of thresholds door manufacturers are faced with a multitude of challenges in which they are generally dependent on the support of their emerging suppliers or system integrators. Due to increasing complexity, VBH has set itself the task of preparing for all open issues in the emerging field and to offer appropriate solutions, because such a solution has always been lacking. Markus Röser says: "The challenge lies in the specification of the individual components so that they can be used

for all profile systems." The VBH product manager initiated conversations with profile system manufacturers, VBH customers and emerging producers and discussed the necessary requirements for balcony and front doors as well as for single- and double rebates, opening internally and externally. "With the growing demand for barrier-free building techniques manufacturers are being presented with new challenges," says Markus Röser. "We see ourselves as a service provider for our customers and would therefore offer a total solution for all, that meets all current requirements."

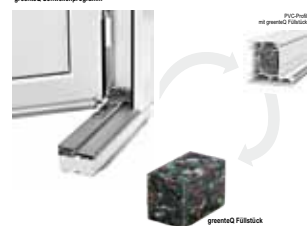
### Q Füllstück

greenteQ Füllstück zur Verarbeitung in Kunststoffprofilen.

**Eigenschaften:** Das greenteQ Füllstück ist ein Halbprofil für Anwendungen in einem Temperaturbereich bis zu ca. +70°C, welches durch Eigenschaften, wie seine Stabilität, seine Einbaueinfachheit, seinen Preis sowie seine Flexibilität, einen besonderen Stellenwert einnimmt. Das Produkt besteht aus hochmodularen Hohlstruktur-Polyethylen mit Beimischung von Polypropylen. In der Füllstückherstellung greift man auf keine Schweißnähte zu.

#### Produktabbildung

greenteQ Schwellenprogramm



#### Technische Daten:

	NORM	KLASSIFIZIERUNG
Dicke	ISO 11843-1	3,5/38 g/m²
Kaltwärtigkeit (Chlorid)	ISO 11943-2	9,7 kg/m²
Verbleib-PH-Wert	ISO 15227	355 - 450 %
Streckdehnung	ISO 527-2 / 18 / 10 min/min	≥ 200 %
Bruchdehnung	ISO 527-2 / 18 / 10 min/min	≥ 200 %
Zerfalls-Durchbruchzeit bei 20°C	DIN NORM 20000-03	10 Jahre*
Zyklische Festigkeit	A279 / 1984	12,5 g
Druck 2,5 bar bei 20°C	ISO 886	60 - 40,0
Wasserabsorption	ISO 82	< 0,1 %
Schwellenverformung	ISO 11933-1	100 - 100 %
Bruchausdehnungskoeffizient	ISO 82	80/20
Therm. Längenausdehnungskoeffizient		~ 2,1/10 <sup>-6</sup> /K

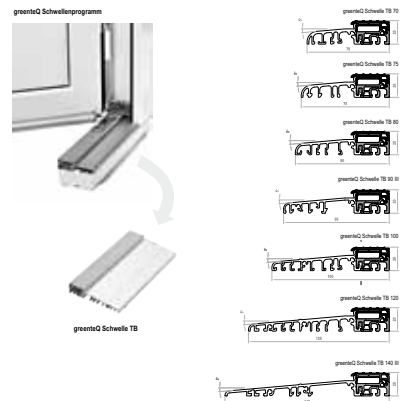
### Q Schwelle TB

greenteQ Schwelle für Holz- und Balkontüren.

**Eigenschaften:** greenteQ Schwellen bestehen aus Aluminium-ETI-Profile einer Decke über die UV beständigen hochtragfähigen Kunststoff ist für den Einsatz von Balken- und Treppentüren sowie für Erd- und Doppeltüren nach innen und außen offen geeignet. Materialunabhängig kann das greenteQ Schwellenprogramm für PVC, Holz, Holz-Alu oder Metall verwendet werden. Durch hohe Systemstabilität ersetzt man mit der Materialen hervorragende Wärmeeigenschaften, Schlagregengeigenschaften, sowie Einbruchhemmung und Dauerhaftigkeit. Der Systemversatz ist konform nach DIN 41924. Ein korrosionsbeständiges Material nach DIN 15227 und damit umweltgerecht. Das greenteQ Schwellenprogramm ermöglicht eine Austausch von Schwellen für Druck- und Stapel- sowie verdeckter Türen.

#### Produktabbildung und technische Zeichnung

greenteQ Schwellenprogramm



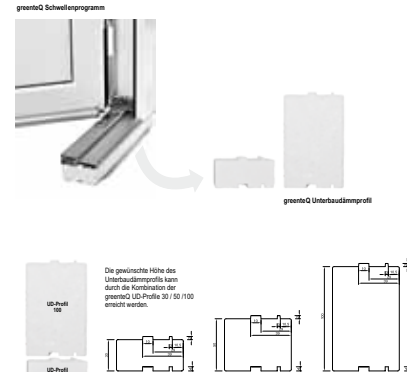
### Q Unterbaudämmprofil

greenteQ Unterbaudämmprofil für greenteQ Schwelle TB.

**Eigenschaften:** Das greenteQ Unterbaudämmprofil ist ein neuartiges Kunststoffbauteil, das die nötige Festigkeit bei hoher Wärmedämmung bietet. Ausgezeichnete mechanische Eigenschaften wie hohe Schlagfestigkeit für 20. Stoßenergie unter Stoßbelastung, Langzeitstabilität und Schweißbarkeit ohne Vorarbeiten mit nachträglichen Feinarbeiten-Sperrschichten erhöhen die Einbaueinfachheit. In Bereichen wo keine oder nur geringe Einbautiefe zur Verfügung steht, werden massive, Erd- und sichere Anwendung und auch durch die hohe Dämmleistung. Trotz hoher Festigkeit liegt die Bruchlast bei ca. 170 N. Das Holz-Unterbaudämmprofil wird schrittweise eingeführt. greenteQ Unterbaudämmprofil kann mit herkömmlichen Holzverlegetechniken gefertigt und gelagert werden.

#### Produktabbildung und technische Zeichnung

greenteQ Schwellenprogramm





## All frame materials - a system

The greenteQ TB70 140 threshold system includes all components that are required for the installation of a door. These include greenteQ TB thresholds to a depth of 70 to 140 mm, the greenteQ under-threshold insulation profile in the combined heights of 30, 50 and 100 mm, and greenteQ filler blocks for incorporation in hollow frame profiles, greenteQ weather bars and greenteQ brush seals. VBH customers thus receive all components from a single source and can merge them with other accessories from the greenteQ range according to their individual requirements. All components are listed in a new brochure for all the variants and available from stock.

The greenteQ TB 70-140 thresholds consist of silver anodised aluminium including a cover made of UV resistant high impact plastic and can be

used irrespective of the PVC, wood, wood-metal and metal materials used. Through a consistent slope of the sill projection it is possible to cover all VBH profile rebates with a counter cutter for PVC, aluminum and wood. In combination with the greenteQ weather bar, the greenteQ brush seal and other components, a high water tightness density can be achieved through driving rain to 1,050 Pa, and in conjunction with the greenteQ under-threshold insulation profile the system can attain the optimum range of thermal insulation values. The under-threshold insulation profile is a novel construction insulation material that combines high strength with excellent thermal insulation. The long-term stability and possibility to fix with standard window or chipboard screws without pre-drilling makes it suitable for use in areas where cold spots had previously been accepted. A

condensation and mould growth is thus successfully prevented.

"The new universal threshold system allows our customers to keep their inventories low and to focus on their primary task, working quickly and accurately," says Markus Roeser. "In this we the greenteQ threshold system is seamlessly added into the range of useful added value tools that we offer our customers." With the new "threshold system" brochure which is available now, VBH has created a unified approach at the international level, because in addition to the German brochure it will be soon available in other languages.



Demiyane Nemykh

## The most modern production facilities in Ukraine for the production of windows

**To celebrate its five-year anniversary the Ukrainian window manufacturer STEKO targets new growth: with a new factory building and modern machinery, the company has doubled its production capacity for plastic windows. This success was made possible through its strong partnership with Roto and VBH.**

The success story begins with the entrance of STEKO to plastic window production in 2006. The the windows manufacturer is using its five-year anniversary not just as an opportunity to look back and admire its record of success but also as an opportunity to modernise the production facilities. A new factory has been equipped with most up to date European equipment for window and door production. In this way 2,400 windows can be manufactured daily. Thus STEKO consolidates its position at the forefront of Ukrainian

window manufacturing. In addition, the new automated production facility allows a significant increase in quality to engineer to the smallest tolerances required for the production of windows to Western European standards.

### **VBH ensures production and goods delivery capacity**

To enable a smooth production process, VBH ensures an assembly process optimally conforming to the needs of STEKO tailored logistics. This means that VBH ensures the interim storage of the necessary hardware fittings for the current production site so that these are always available when required. By this means the warehousing becomes a vital link between Roto, VBH and STEKO, because the solution simplifies production logistics and prevents

bottlenecks in supply of the hardware. Even when delays occur in the delivery logistics, items for the current production site are always maintained at sufficient levels. This is made possible by a long-standing partnership based on trust, which is all cultivated by involved parties with each other and always will be primarily responsible for a trouble-free deliveries in the VBH. "The success of STEKO is our success and that of our partnership", stressed Demiyane Nemykh, VBH CIS Financial Controller, "because with STEKO we have an excellent reference that proves our wide range of services." The Ukrainian market has great potential and there is already strong interest from other companies."

Photos: The Steko plant in Dnepropetrovsk







Picture shows: (from left to right): Sergey Nepytenko (Head of Roto-Frank, Ukraine), Igor Pavlovsky (Sales Manager, VBH, Ukraine), Johann Lukas (Director East, Roto-Frank AG), Sergey Polozhay (Managing Partner, Steko-Trading), Demiyani Nemykh (Financial Controller CIS, VBH Holding AG), Yuri Tschichmann (Managing Partner, VBH, Ukraine).  
 Image on the right, (from left to right): Vladimir Puzij (Managing Partner, VBH Ukraine), Sergey Polozhay (Managing Partner, Steko-Trading), Igor Pavlovsky (Sales Manager, VBH Ukraine), Yuriy Tschichmann (Managing Partner, VBH Ukraine)

## CE certification planned

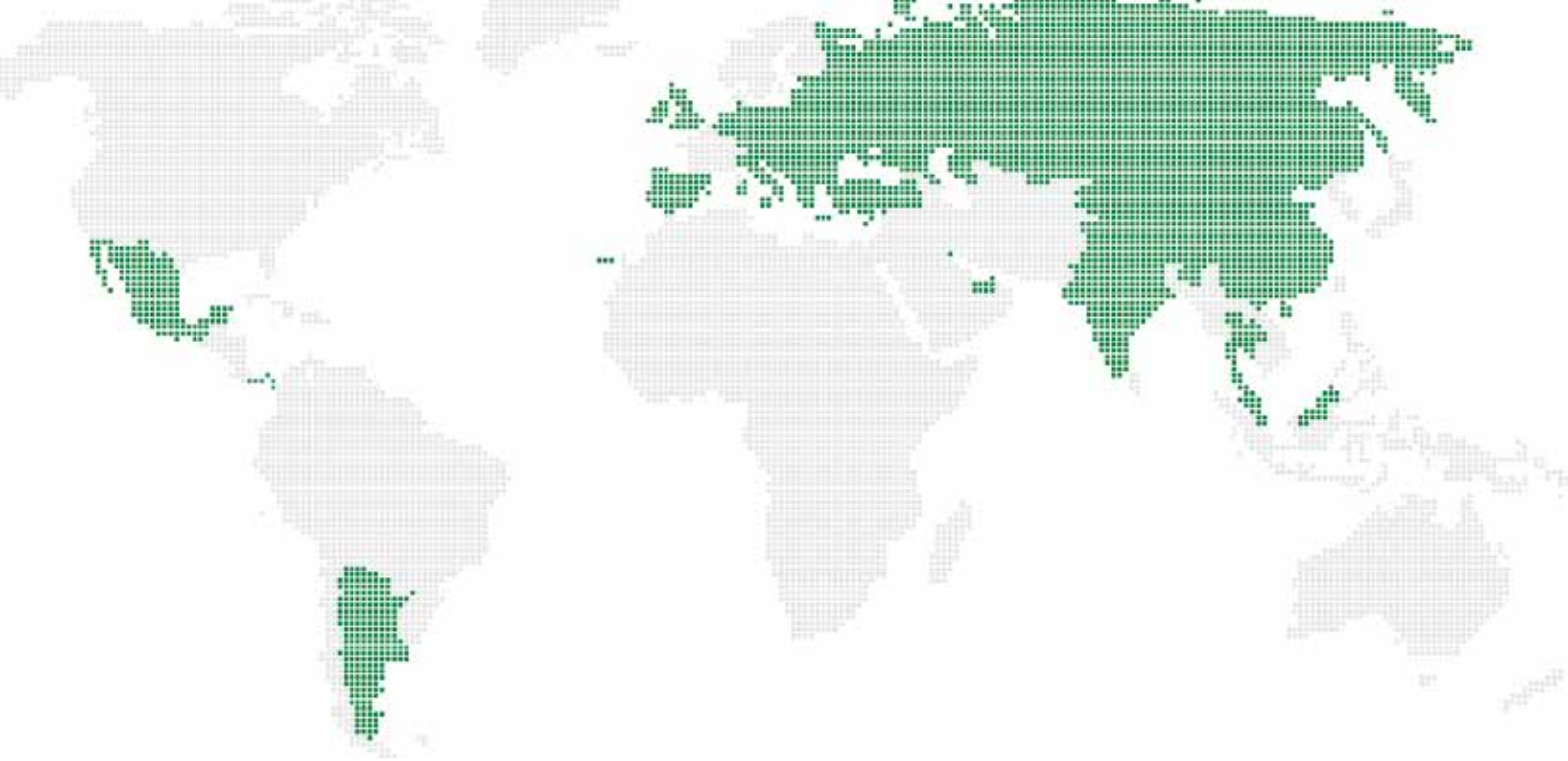
In addition to its modernisation and production expansion plans, STEKO is taking further steps to enhance and ensure quality in production and sales. Regular training of employees in the context of professional development provides access to the latest marketing strategies; the company's headquarters team is also continually expanding through developing qualified professionals to improve their customer service and speed. STEKO's future plans

include expanding into new markets outside of Ukraine. Already the window and door manufacturers has established a network of approximately 1,000 dealers covering all regions of Ukraine. Entry into the European market is being prepared through planning for the introduction of ISO quality management systems and CE certification.



## VBH on the Lisderevmash 2011

At the Lisderevmash international trade fair in Kiev, visitors showed great interest in VBH's booth. One core theme of the presentation on 20 to 23 September is the products and services available in the Sikkens range as well as VBH's own greenteQ brand.



VBH in Argentina  
[www.vbh-holding.com](http://www.vbh-holding.com)

VBH in Austria  
[www.evg.at](http://www.evg.at)

VBH in Belarus  
[www.vbh.by](http://www.vbh.by)

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