



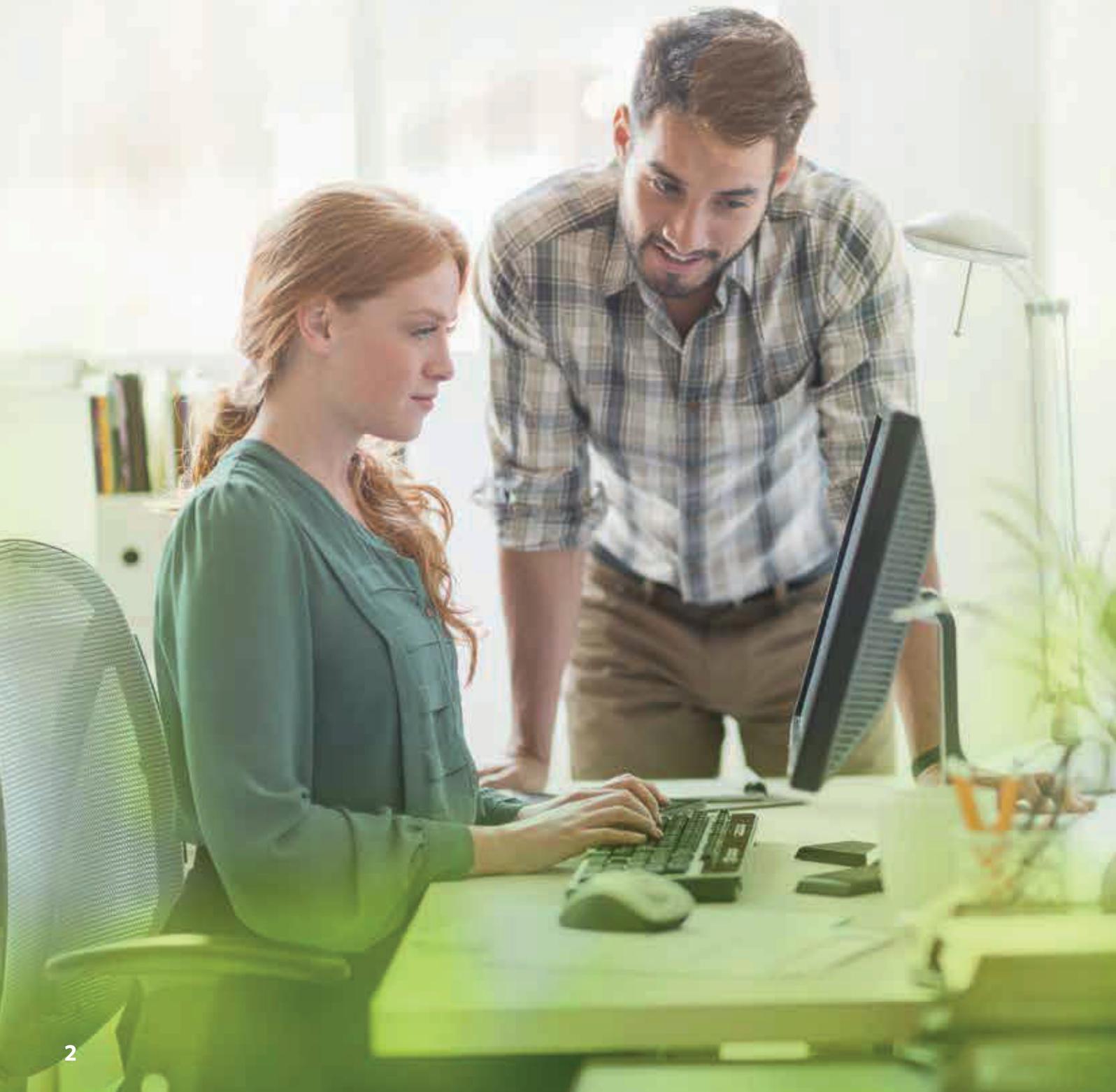
Professional and managerial opportunities at Klasmann-Deilmann

**A company with foresight
that offers the best prospects
for your career**



we make it grow

Helping each individual to develop their talents helps everyone to achieve their goal.



Who are we?

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***A company's real
assets are not found
in its balance sheet.***



Klasmann-Deilmann: do you fit our profile?

We are Klasmann-Deilmann. A team of more than 900 worldwide. We are leading providers of substrate products and an up-and-coming midmarket producer of renewable resources with a successful history that goes back some hundred years. Our mentality is very much hands-on, we are committed to innovation, our world is an intercultural one. We are really good at what we do and just as we help take the company forward so Klasmann-Deilmann also enables us to advance.

We are always on the search for committed new recruits, strategists and idea generators, people with exceptional professional skills who do everything to a very high standard. If you can identify with some of the profiles below then there is every chance that you will fit in here.

Our profile

- internationalism, customers and partners throughout the world, mobility, language skills, an openness for other cultures
- very client focused, good consulting skills
- quality awareness and conscientiousness
- social competency, appreciation, pluralism, readiness to compromise, target oriented
- innovation, product management, project management, interdisciplinary teamwork

Our profile in horticultural production

- growing media and potting soils
- development, production, marketing
- research projects, innovative growing systems, new formulations, substrate starter materials, additives and fertilisers
- countless substrate mixes, product development, customer support and services
- at home the world over

Our profile in raw materials and substrate starter ingredients

- peat, wood fibre, compost, coconut fibre
- raw material extraction, new extraction processes, composting, preparation of wood-based materials
- machine and plant engineering
- Germany, the Netherlands, Belgium, Ireland, Lithuania, Latvia

Our profile in renewable energies and renewable resources

- short-rotation plantations, woodchips, timber
- forest management, agriculture
- research projects, land management, harvesting, processing, machine technology
- Germany, the Baltic

***Our products and services
need a team with
exceptional abilities.***



All-rounders and specialists: all kinds of opportunities available.

As world market leaders on a path to growth we are always on the look-out for well-qualified and motivated men and women who want to help us improve our team performance and develop their full potential here with us. In addition to administrators, logisticians, IT operators and production technicians we also need branch-specific recruits for our horticultural, forestry and land management departments. Individual applications are always welcome from prospective new employees, whether you have just acquired a good university degree or already have several years experience in the business.

Every now and again employment opportunities arise in our commercial and industrial departments. Those with specialist expertise have excellent prospects of being given exciting assignments where personal skills

will be highly valued. Academics too may be given responsibility for some of the more unusual specialist postings in our future-oriented business departments. And those who have management qualities as well as technical expertise may well prove to be candidates for team leadership.

Our search profile

- salaried staff
- industrial employees
- specialist personnel
- academics
- managers



Academics and specialists: helping us on our way!

We are world market leaders of long tradition with ambitious plans for the future. Our focus is on the ongoing development of our company, our products and our business areas. Our intention is to employ future-oriented, innovative ideas that in the near future will drive us forward in a completely new direction. And to achieve this we are looking for academics and specialists with exceptional talents and inspirational minds.

If you are an academic or college/university graduate with a degree in horticulture, agricultural science, forestry, biology, chemistry, economics, technology, mechanical engineering or some other discipline that concerns us then there are real prospects awaiting you at Klasmann-Deilmann.

Our search profile for academics and specialists

- horticulture, agricultural science, forestry, biology, chemistry, finance, business informatics, technology, mechanical engineering, controlling, sales and marketing
- for other specialisms please contact us!
- career starters and experienced personnel
- trainees



Seedlings



Fruit & Vegetables



Ornamentals



Nurseries



Landscaping

*In practice what counts
is having fresh ideas, expertise
and boundless curiosity.*



Research



Development

***While the jobs may vary
they have one thing in common –
commitment and enthusiasm.***



Commercial and industrial staff: our doors are always open.

We greatly value the work of our administrative staff. Thanks to them the right materials are always available when required, customer orders are processed courteously and efficiently, lorries are always ready for those urgent deliveries, there is someone there to ensure that payments are put through on time, that the PCs are working properly, that the HR department is seeing to the needs of all our employees, and much more. This is why we are always on the lookout for well-trained people who can show the commitment and reliability we need to ensure that Klasmann-Deilmann stays on the move.

Our search profile for commercial appointments

- administrative officers for industrial sales, accounts, personnel, finance, controlling, dispatch, marketing, materials management, etc.
- information technology officers for IT systems and system administration.

Please enquire about other opportunities available!

If you have practical experience with industrial equipment then Klasmann-Deilmann would very much like to hear from you, especially if you are familiar with the kind of heavy machinery we use for our harvesting operations. And we also have to set up and maintain electrical and electronic equipment and ensure that it is always fully upgraded. We are looking for energetic people who are not interested in standing idle but will be proactive in ensuring that our high-tech machines and production systems are always in proper working order and ready for action.

Our search profile for industrial appointments

- drivers for tractors, bulldozers, excavators and free-steered loaders who have a solid background in construction and civil engineering and can undertake maintenance, production and harvesting work for us
- industrial electronics engineers trained in equipment design, maintenance and fault-finding
- industrial technicians capable of undertaking machinery and plant maintenance work and the manufacture of spare parts in-house.

Please enquire about other opportunities available!



IT officers



Administrative officers



Industrial technicians



Machinery drivers

Substrates



Potting soils



Raw materials



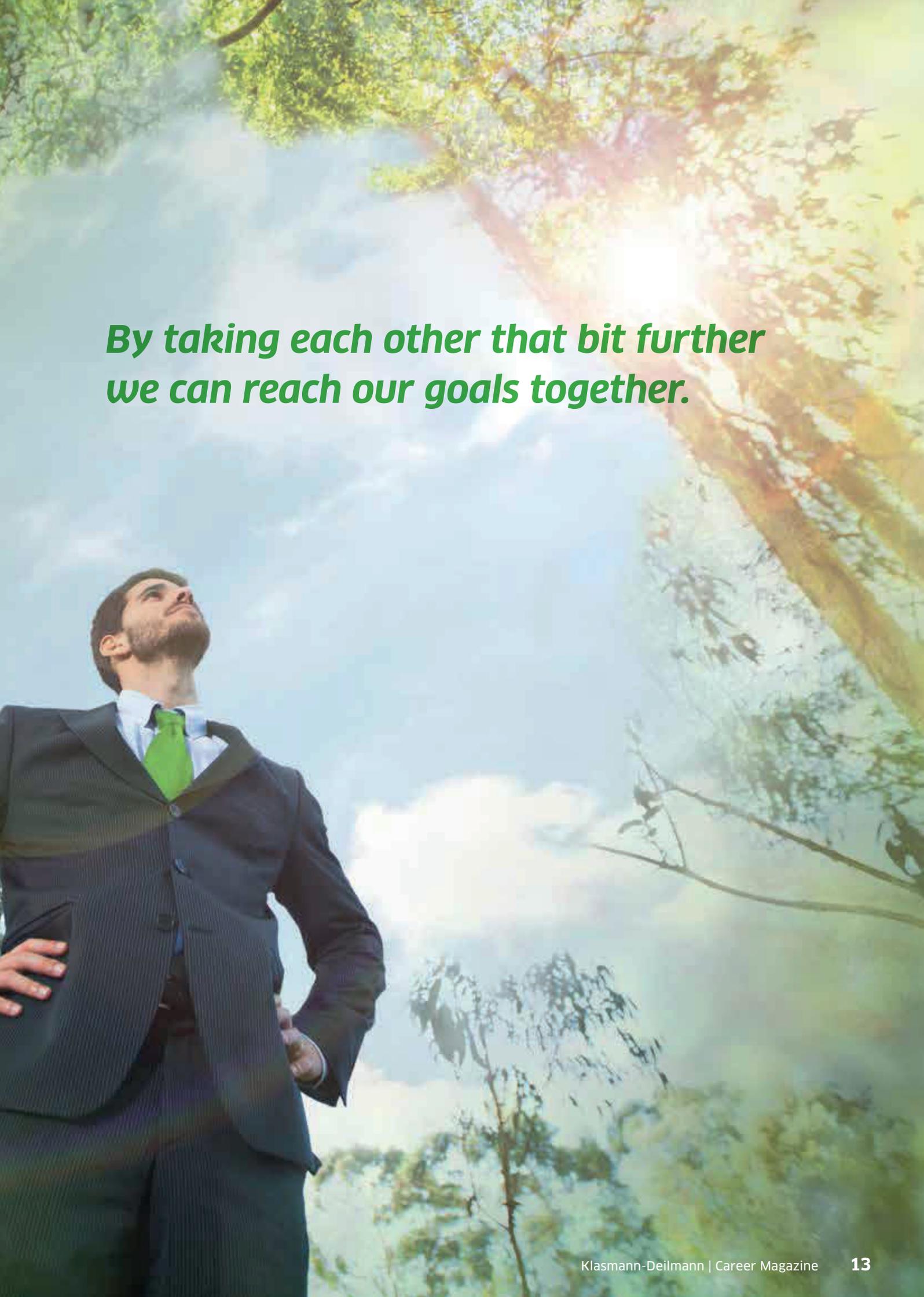
Renewable energies



Managers and team leaders: develop your potential and use it responsibly.

As well as having the right professional qualifications and experience you will also be a real team-player and a talented organiser who has what it takes to motivate all those around you. You will ensure that your department has the clearly-defined structures that are needed for business operations to run smoothly. You will impress

not just by delivering successful projects and showing entrepreneurial foresight but also by displaying a professional demeanour along with good interpersonal qualities. A managerial position with responsibility for a broad range of challenging tasks could then be just right for you – and you could be just the right manager for us.

A man in a dark blue pinstriped suit and a bright green tie stands with his hands on his hips, looking upwards. He is positioned in the lower-left corner of the frame. The background is a bright, sunny sky with scattered white clouds. A large, thick tree trunk extends from the right side of the frame towards the top, with its branches and green leaves filling the upper right portion. The overall scene is bright and optimistic, suggesting growth and aspiration.

***By taking each other that bit further
we can reach our goals together.***

Partnership and mutual regard: these are our values.

We are making a success of Klasmann-Deilmann. And Klasmann-Deilmann is making a success of us. Every worker, each technician and specialist, every manager and team leader, seasoned employees and newcomers alike – an international team with a huge range of disciplines and a wide diversity of skills and capabilities, all working hand in hand together.

Because everyone gives of their best and all are following the same common objective there is a spirit of genuine enthusiasm that extends beyond the boundaries of individual departments and areas of responsibility. Our interpersonal relations are based around mutual respect and trust. We find that having such a broad range of opinions and ideas available

helps us to find the perfect path to our shared future together.

We also use all available means to reconcile and coordinate work and private life. That is why we rely on trust-based working hours instead of a time clock.

We were also one of the founding members of the 'Work and Family Foundation' and have been certified as a family-friendly company (www.familienstiftungsland.de). Mums and dads can opt for flexible working arrangements, which means for example that they can adapt their weekly working hours to suit. Our young parents really appreciate the fact that both partners can share the parental leave entitlement.

***Shared responsibility and mutual trust
weld our team together.***



Klasmann-Deilmann: key facts at a glance.

Klasmann-Deilmann is the corporate leader in the international substrate industry. The group has production and marketing companies in Europe, Asia and America. Our growing media are used all over the world and are the key success factor for our customers and partners in commercial horticulture. We are also heavily engaged in projects aimed at developing renewable energies and materials. We rely on our expertise, built up over many decades, for major land management and biomass processing projects.

Our product portfolio includes growing media for the horticulture trade and the consumer sector, white and black peat from our own extraction sites, and green compost and wood fibre that is produced at our own facilities. We have also been successful in developing special materials, including animal bedding and mulches, while woodchips from our sustainable forests and short-rotation plantations are marketed for use in thermal installations.

As motivated hidden champions we are looking far into the future to secure our path to growth and to steer

our success in the right direction. Our goal is sustainable growth and enduring success in every business sector. The benchmark is our ambitious sustainability strategy with reporting to GRI-G4 guidelines and a carbon footprint verified to ISO 14064. Our guidelines for ISO 9001 and ISO 14001 also present us with the daily challenge of acting responsibly on behalf of mankind, the environment and future generations. Our environmental protection measures include the re-watering of several thousand hectares of former peat extraction areas.

K SUBSTRATES

K RAW MATERIALS

K ENERGY

K SPECIAL APPLICATIONS



continents



countries



sales partners



subsidiaries



employees worldwide

*We find the right path
by seeing the bigger picture.*





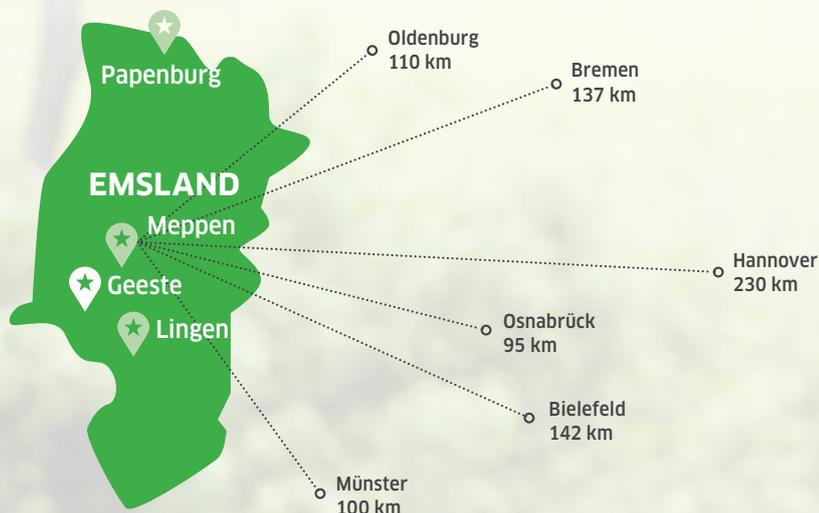
Our home base: an up-and-coming region surrounded by nature.

The Emsland area has enjoyed positive economic growth in recent years and the ongoing development of recreational attractions has made it increasingly popular for tourists. Sports-minded visitors can come into their own too, with Nordic walking, canoeing, golf, riding and some 1,400 km of cycle paths all there for them to enjoy.

The charming towns of Lingen, Meppen and Papenburg with their tastefully modernised historic centres are attractive cultural points with all kinds of shopping on offer. With living costs relatively low, Emsland is a great place to buy or rent a home - either in town or right out in the countryside.

The area is very well connected via the A31 motorway and major centres such as Osnabrück and Oldenburg are only an hour's drive away, while the city of Düsseldorf, the Ruhr, Bremen and the North Sea can all be reached within two hours. Holland, with its picturesque towns and villages, is also right on our doorstep, while the north-south line through Emsland provides a direct rail service to Münster, Rheine and Emden.

The administrative district of Geeste has a population of some 11,000 and is located in central Emsland, adjacent to the Dutch border, between the towns of Meppen and Lingen. Set amidst idyllic countryside, with numerous small villages and the tranquil Ems river nearby, Geeste has been the home of Klasmann-Deilmann since the company was founded in 1913.



Papenburg



Meppen



Lingen



Geeste

The quality of the workplace is also reflected in the recreational value of its surroundings.





we make it grow