



## PEOPLE DRIVE REHAU

OUR OPPORTUNITIES FOR GRADUATES, EXPERIENCED PROFESSIONALS AND  
CAREER CHANGERS

You encounter our systems on a daily basis in nearly every situation and generally without even being aware of them. But you are always aware of their benefits.

The following is a brief selection of our innovative systems solutions for Construction, Automotive and Industry.



From the foundation to the roof, REHAU offers a complete program for energy efficient construction.



REHAU received the "VW Group Award" for its work on the development of the bumper system for the Passat.



The RAUVOLET acoustic line of sound-absorbing roller shutters helps reduce echoing in large, open-plan offices.



Europe's largest and best known arenas and soccer stadiums are equipped with REHAU systems for turf heating.



Prominent automobile manufacturers rely on REHAU bumper systems to provide optimal driving comfort and safety.



REHAU supplies fiber composites for aircraft, including the A 380, the largest passenger plane of all time.



Around the world, ingenious pipe systems from REHAU provide reliable and effective water removal from tunnels.



For bumper systems such as those on the Jeep Grand Cherokee to fenders, scuff plates and rocker panel covers – REHAU sets the standards.



REHAU hydraulic hoses ensure that convertible tops open and close electro-hydraulically with the push of a button.

## Welcome to REHAU!

Have you completed your studies near the top of your class and are you now ready to begin your professional life? Or are you looking for new professional perspectives with an innovative company? We are looking for individuals who bring a high level of commitment with them to help shape our future!

We offer a variety of attractive opportunities: for entry-level positions, trainees, assistants and those who already have professional experience. The following pages will tell you more about the opportunities offered by an international, modern and professionally managed company which,

thanks to its innovative capability, its broad base and the resulting synergistic effects, is unique in the polymer industry.

REHAU moves people and people drive REHAU. Contact us if you are interested in linking your professional career with our company's success. We are looking forward to meeting you!



Malte Klindt, Personnel Manager, Central Europe

## Contents:

### REHAU as an Employer

Who We Are	4
What We Do	6
What We Offer	7

### Entry at REHAU

Trainee Program	9
Direct Entry	9
Assistants	10
Professionally Experienced Individuals	11

### Your Career

13

### Your Application

14

### REHAU Locations

14

# REHAU AS AN EMPLOYER

## WHO WE ARE

We generate movement

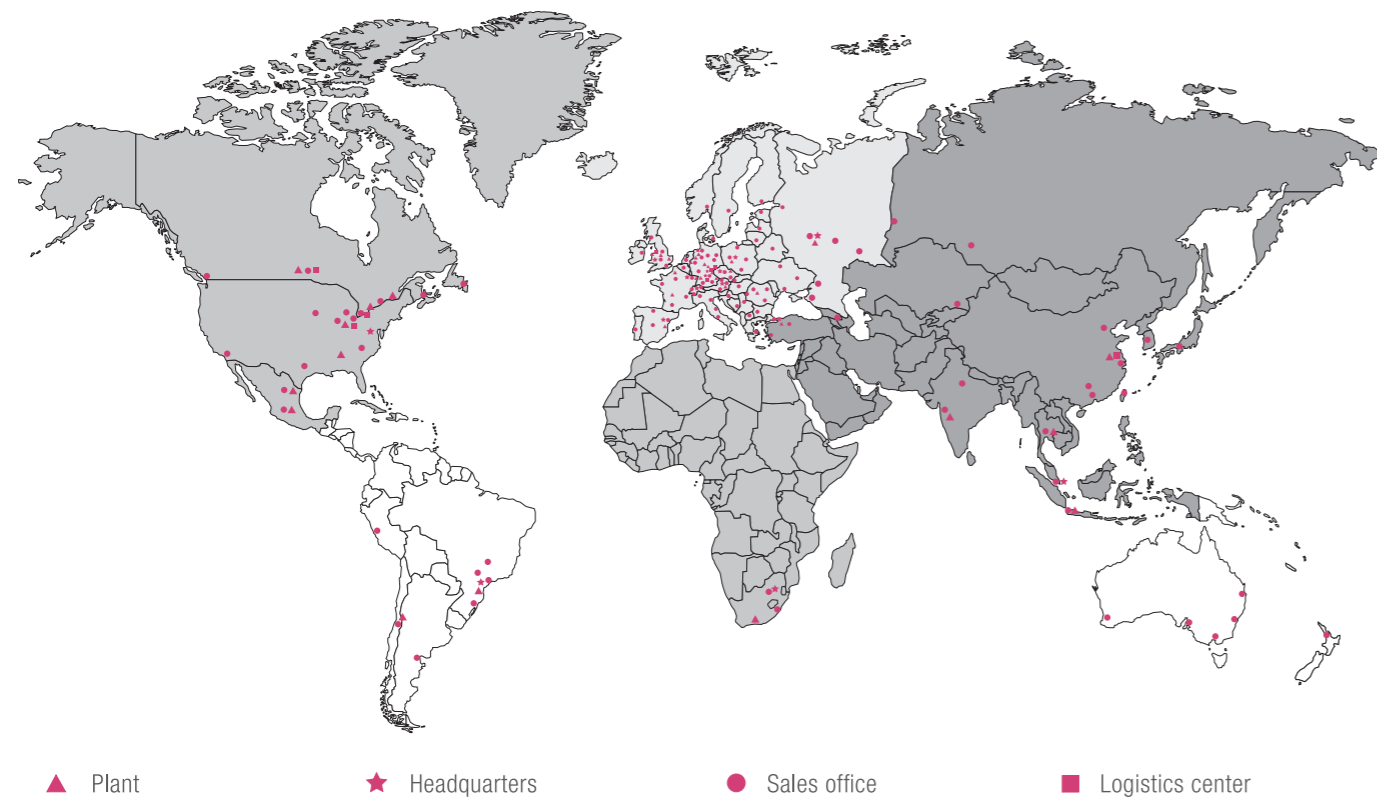
### Powerful in Every Aspect

As a premium brand for polymer-based solutions, REHAU is an international leader in construction, automotive and industry.

Future-oriented developments such as systems for energy efficient construction, complex automobile bumper systems and innovative industrial applications represent our areas of expertise.

### Global Player

Since its beginnings in 1948, our company has grown continuously on the basis of its own strengths. Our success is based on our employees' performance capabilities and qualifications. Innovative and committed, more than 14,000 individuals successfully work towards our independent, privately-held firm's continuous growth at more than 170 locations throughout the world. Together they create progress. From Singapore to St. Petersburg, from Leesburg to Lyon, from Melbourne to Munich – REHAU is a global player, with a continuously expanding network.



# REHAU AS AN EMPLOYER

## WHO WE ARE



### Construction

With its unique diversity of programs, REHAU is Europe's leading provider of polymer-based solutions for window and curtain walling systems, building services, as well as pipe systems for civil engineering. With the technical capabilities of our "Construction Innovation Center" and the training competence provided by the REHAU Academy, our company offers comprehensive application technology and commercial support.



### Automotive

As a creative development partner, REHAU supports the automotive industry in its endeavors to optimize the design, comfort and safety of all aspects of the automobile. Whether it is complete exterior components such as bumpers or fenders, intelligent modules for windshield washing and air management or thermoplastic sealing systems – REHAU can already be found in every third car manufactured in Europe and in nearly every premium vehicle.



### Industry

In numerous branches of industry, REHAU has established itself as a leading development partner, an innovative idea generator and a reliable series and systems supplier. Our customers are from the furniture and woodworking, appliance and transportation industries as well as companies in the fields of plant and mechanical engineering. Products and systems solutions from our hose and elastomer technology sector are manufactured for both industry and consumers.

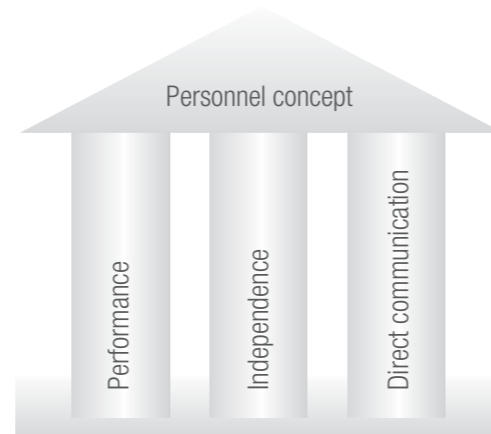
# REHAU AS AN EMPLOYER

## WHAT WE DO

Our personnel concept

### Corporate Culture

As an innovative, privately-held business, the highest level of professionalism represents a basic prerequisite to being the world's leading premium brand for polymer-based solutions. This success is the result of our highly capable and flexible employees to whom we offer long-term job security. The comparably low fluctuation of employees speaks volumes for our capable, sophisticated and reliable personnel management, based on the three pillars of performance, independence and direct communication.



### Performance

Success through commitment

The willingness of every employee to perform is of fundamental importance to us, since our success is the result of the commitment of each individual to their work. Our employees share in the responsibility for the ongoing development of the REHAU Group by providing their personal best with regard to their work. Our company promotes this commitment through fair compensation based on the market and, above all, with an orientation towards performance.

### Independence

Long-term reliability

As a privately-held company REHAU is independent of fluctuations in the stock market and therefore offers both its customers and its employees long-term reliability. And we intend to remain so in the future. REHAU is oriented towards medium- to long-term goals. Instead of making short-term profits our highest priority, we aim for continuous growth and longevity. We view our employees as entrepreneurs within our firm and put our faith in their initiative and sense of responsibility.

### Direct Communication

Emphasis on employees

At REHAU, the emphasis is on the employee. Together we strive to achieve long-term cooperation based on a special relationship of trust. Open and direct communication among employees as well as between employees and their managers is essential. Based on an "open door" policy, all REHAU employees have the opportunity to voice their concerns across all functional levels, right up to corporate management. And, in this regard, they may rest assured that their concerns will be treated with strictest confidence.

# REHAU AS AN EMPLOYER

## WHAT WE OFFER

### Work Environment

After its founding in Germany, REHAU initially established itself in neighboring Western European nations. This was quickly followed by an expansion throughout Europe as well as to North America, Asia and Australia. The corporate group has also had a major presence in Eastern Europe for more than a decade.

Challenging work environment

At more than 170 locations around the world, REHAU is always seeking proximity to the market and to its customers. It is for this reason that many of our headquarters and plants do not lie directly in major urban centers, but instead, are located at the gates of industrial areas. This not only offers advantages from the point of view of strategically convenient logistical connections, but also has a positive effect on the work environment and atmosphere.

### Office Space Concepts

It is our intent to create optimal work environments to provide the best possible support and satisfaction in the workplace. Our ability to offer our employees an attractive environment with greater transparency, opportunities for dialog, flexibility and efficiency is of central significance to us as a continuously growing company. In both new buildings as well as in former industrial facilities we create sophisticated work atmospheres that are simultaneously economical, functional and flexible.

Optimal work environments



Multifunctional work environments



Group office



Conference rooms

# REHAU AS AN EMPLOYER

## WHAT WE OFFER

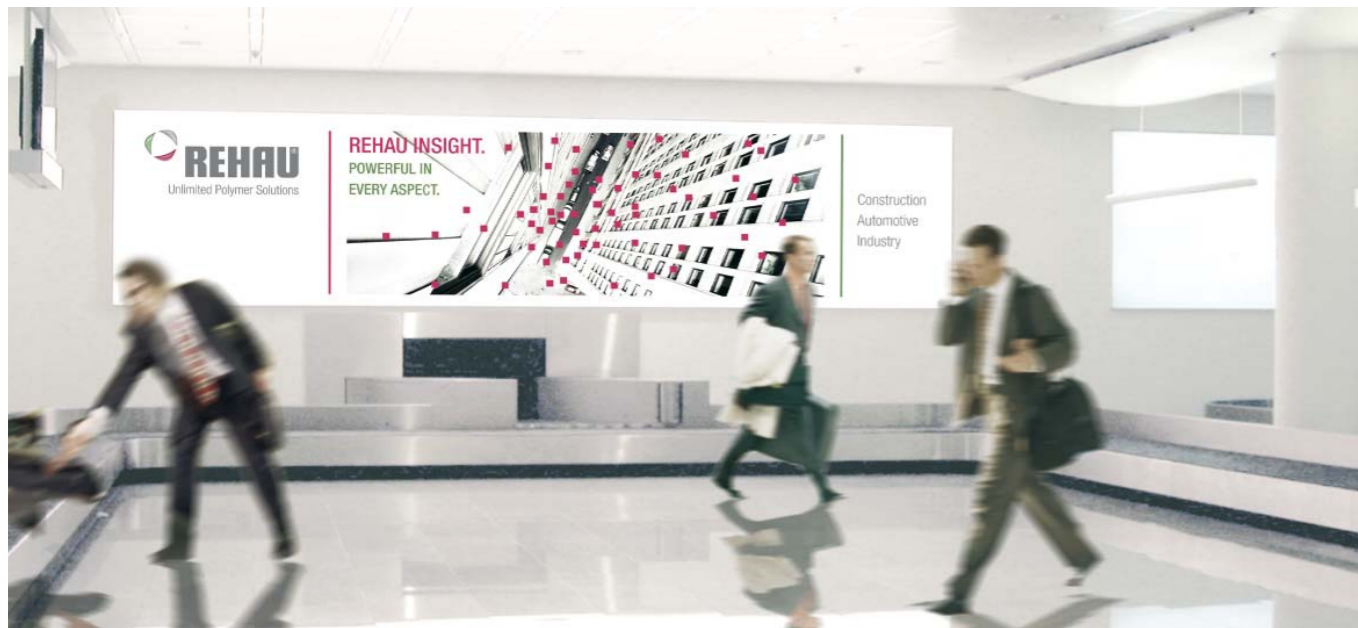
### Individuality and Flexibility

Our employees display an above-average level of commitment and dedication. We offer several things in return.

Our market-oriented compensation system is based on a basic, job-related salary coupled with individual performance bonuses. Through our company organized retirement plan and our capital-forming savings plan, we help our employees to plan for the future today.

From the nutritionally balanced meals in our company cafeteria to discounts for health club memberships after work – our employees' health and well-being are important to us. Flexible work times together with the option of part-time work sharing help bring balance to work, family and private interests. Depending on the particular location, exclusive special terms and conditions for various retail activities also represent attractive supplementary benefits.

From the very outset, the support and development of our employees represent our primary concern. Starting with an entry plan developed specifically for each individual, going on to our week-long introductory seminar, and continuing with ongoing internal and external education programs, we help to ease a new employee's start along a career path at REHAU. In so doing, we also secure our own long-term competitive ability through our employees' know-how and competence.



# ENTRY AT REHAU

## STARTING A CAREER AND SHAPING THE FUTURE

### Trainee Program

Using on-the-job and off-the-job training methods, our year-long, international commercial or technical trainee program will systematically prepare you for a specific position. You will encounter a variety of training situations in selected foreign and domestic corporate areas, based on a progressive plan, individually tailored to meet your requirements and development goals.

Entry opportunities

You will begin your training in a specific department from which you will then proceed to other stations. The intention in the medium term is to provide you with the professional and personal competence to assume challenging technical and management tasks at a German or international location.

### Entry-Level Positions

We will help to ease your entry into professional life and will guide you step-by-step along the path to your future area of activity. Initially you will gain experience in individual departments. Here, your manager will always be available as a contact and to offer support.

You will expand your knowledge through interesting internal training programs and professional seminars. If required, you may also take part in external training programs. As your experience and competence grow, your duties will also expand. You will take on larger projects and have increasing responsibility – all based on your personal strengths and interests.



# ENTRY AT REHAU

## STARTING A CAREER AND SHAPING THE FUTURE

Entry opportunities

### Assistants

Are you motivated by challenges? Is mobility a matter of course? Then an entry position as an assistant to a manager is ideal for you. In this position, you will spend two to three years learning about different areas, you will coordinate important processes and you will follow these through to the point of a decision by our steering committees.

Depending on your particular area of activity, you will take part in regular training programs. The knowledge and skills you acquire will assist you in expanding your experience and applying it concretely to your duties. The successful conclusion of your assistant duties will place you in a position to assume other challenging technical or management tasks at one of our international locations.



# ENTRY AT REHAU

## STARTING A CAREER AND SHAPING THE FUTURE

Entry opportunities

### Professionally Experienced Individuals

As a successful, internationally active company with a broad base, we can offer those who already have professional experience the opportunity to implement their knowledge and ideas. After all, we rely on individuals who know what they are talking about.

Are you looking for new challenges and responsibilities? Is your path from middle to upper levels of management blocked? Then contact us! Our international job opportunities are posted at [www.rehau.de/karriere](http://www.rehau.de/karriere) – updated daily with all vacant positions.

Should there be no appropriate position for you at the moment, we would still be pleased to receive your application. We are happy to add qualified applicants to our pool and will contact you whenever an appropriate position becomes available. It goes without saying that your application will be treated with the strictest confidence.



# ENTRY AT REHAU

## AN OVERVIEW OF YOUR OPPORTUNITIES

Engineers wanted

A wide variety of interesting activities await you at REHAU!

Those who have the following characteristics are an ideal fit in our organization:

- A compelling personality with well-developed social skills;
- initiative and responsible behavior;
- Above-average academic results;
- Relevant practical experience (e.g. from internships or work/study programs);
- Mobility and the flexibility to quickly adapt to changing requirements;
- Foreign experience (e.g. from internships and/or foreign study semesters);
- Very good communication skills in German and in English and, preferably, an additional foreign language;
- Intercultural skills.

<b>Flexible Diversity:</b>		
We offer numerous, cross-professional opportunities for a wide variety of academic fields together with interesting perspectives with regard to a successful future:		
<b>Engineering:</b>	Industrial engineer Structural engineer Plastics technology Process technology Mechanical engineering Materials technology Chemistry Vehicle technology Manufacturing technology Supply engineering	→ - Product design/development - Construction - Research and development - Production / technology - Logistics / supply chain management - Sales and marketing - Personnel
<b>Economics:</b>	Business administration Political economics and related fields of study	→ - Sales and marketing - Accounting and finance, controlling - Purchasing - Logistics / supply chain management - Personnel - Advertising / PR
<b>Information technology:</b>	Commercial information technology Information technology	→ - Information systems and technology - Computing centers - EDP organization - IT for logistics and production
<b>Law: Corporate law:</b>		→ - Law - Personnel - Revisions and complaints - Patent law

# YOUR CAREER

## OPPORTUNITIES FOR PROMOTION AND DEVELOPMENT

People drive REHAU. Supporting our employees of all nationalities is of primary significance. We will promote your career if you are ready to perform, exhibit dedication and wish to expand your potential.

Your individual development will follow the performance principle of our personnel concept. Depending on your potential, initiative and capabilities, we will systematically prepare you to assume ever more responsible tasks.

### Training and Continuing Education

At REHAU, training and continuing education are integral parts of our corporate policy. The goal in this regard is to maintain and continuously expand our employees' qualifications and competence. Our training courses do more than merely disseminate knowledge and skills. Various education measures make a decisive contribution to our employees' job satisfaction and motivation.

### Education and Development Concepts

Professional education and development concepts permit each individual to develop according to his or her own specific talents and capabilities. Based on their current estimate of their own potential, our employees work together with their managers and the Human Resources Department to define training measures. We have our own Training Department which also operates decentrally at our most important international locations to continuously ensure that our employees are always up-to-date in matters of education.



# YOUR APPLICATION

## DISPLAY INITIATIVE

### Direct Application

Our online job market provides an overview of currently vacant positions throughout the world. Ideally, you should apply for a specific position directly, using our online application form.

### Initiative Applications

Should our job market currently not list a suitable position, you are more than welcome to submit an application on your own initiative! Then, depending on your interests, your skills and your experience as well as our needs, we will evaluate your application and contact you.

### Your Documentation

In order for us to obtain as comprehensive an impression of you as possible, we require a complete set of application documents. Aside from an all-inclusive resume with a recent photograph, the actual application letter is very important to us. Please also enclose certificates or references from previous employers.

# YOUR APPLICATION

## CONTACT INFORMATION

Please forward your application or initial contact request to:

### Germany

REHAU AG + Co  
Human Resources  
Otto-Hahn Straße 2  
D-95111 REHAU  
Tel.: 09283 77-0

### Switzerland

REHAU GmbH  
Worbstraße 50  
CH-3074 Muri bei Bern  
Tel.: 031 9503-111

### Austria

REHAU Gesellschaft m.b.H.  
Industriestraße 17  
A-2353 Guntramsdorf  
Tel.: 02236 24684

You can find our online application form under  
**[www.rehau.de/karriere](http://www.rehau.de/karriere)**

We look forward to hearing from you!



*Headquarters in Rehau*  
Since 1948, our company's home office has been located in Rehau, Bavaria. More than 2,200 employees work here.



*Headquarters in Singapore*  
Worldwide hub for a rapidly expanding market: Singapore is the headquarters for REHAU in Asia and Australia.



*Headquarters in Leesburg*  
The administrative center in Leesburg, Virginia, is located near Washington D.C. This headquarters serves United States, Canada and Central America.



*Headquarters in Ross-on-Wye*  
The headquarters for Great Britain is located in Ross-on-Wye, just south of Birmingham, Scandinavia and South Africa



*Headquarters and Sales Office in Poznań*  
The building in Poznań, constructed in the typical REHAU style, houses the headquarters and sales offices for Poland. In addition, with more than 15 other locations, REHAU is strongly represented in the growing Eastern European market.



*Group headquarters in Muri*  
For more than 40 years, the corporate group has maintained its group headquarters in the Swiss town of Muri, near Berne.



