

Nexans
Company brochure



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Nexans Values

THINK CUSTOMER

We put our customers at the center of our focus.

VALUE PEOPLE

We recognize people as the source of our success.

COMMIT TO EXCELLENCE

We achieve excellence in our products, processes and services.

BE RESPONSIBLE

We demonstrate integrity.

TAKE ACTION

We build together a dynamic culture.

WORK GLOBALLY

We recognize the primacy of the group.

During the current phase of the transformation, one thing is especially important to us: our absolute customer focus.

You already know the first measure aimed at achieving a more effective customer orientation: the organisational, market-oriented alignment → four market lines and the HV&UC Business Group.

Customer orientation as a business principle must always be taken to heart, and in economically unstable times we have to give this principle absolute priority. Behind this buzz phrase are a range of complex processes that we can easily lose sight of in the challenging world of everyday business. We have to identify the needs of our customers early on and perform accordingly. For us, this means bundling expert knowledge and experience both locally and globally and converting these into customer benefits.

We have developed a number of strategic priorities that pave our way towards a "global Nexans" and help us to fulfil customer expectations more effectively. These include aspiring towards operational excellence and



NEXANS IN GERMANY
THE COMPANY

History
Cables and Cabling Solutions
Reliable Service around the Clock

4 - 9



INNOVATION

Innovations with commitment

- MOTIONLINE® round cable for drag chain installations
- Cabling for the largest Danish offshore wind farm
- Fiber optic networks for Danish hospitals
- Fast and cost-effective cabling of regional routes
- The longest superconductive cable in the world
- From wind to power

Nexans Research Center

10 - 15

CUSTOMER ORIENTATION – A PRINCIPLE WITH POWER

"Cooperation is
the key to your
and our success."

further enhancing the necessary
competencies.

These priorities have to be put into
practice together by everyone in the
company. This strategy is characterised
by synergies and the sharing of
information.

When I talk about sharing information,
this in no way refers simply to internal

communication. We want to, and
indeed have to, communicate more
intensively with our customers too and
actively include them in our improvement
processes. Only through the continuous
sharing of information can we respond
to changes on the markets quickly
and appropriately because, like most
companies, our customers too are not
immune to fluctuations in their business.
So, I would like to invite us all:

To talk to each other!
Ihr Christof Barklage

Christof Barklage, >
CEO Nexans Deutschland



HUMAN RESOURCES DEVELOPMENT

People at the center
Competency Model
Training / Nexans University
Jugend forscht (Young researchers)
Age-Appropriate working world

16 - 17



RESPONSIBILITY

Corporate Social Responsibility
Environmental certificates
Recycling
Nexans Foundation
Nexans Excellence Way
Occupational health and safety
Health

18 - 19

HISTORY



Founding of Hackethaldracht company in Hanover

1898



Founding of Kabelwerke Rheydt AG

1900

Merger of the companies Hackethal, Osnabrücker Kupfer- und Drahtwerke, Kabel- und Metallwerke Neumeyer and Elmore's Metallgesellschaft mbH, belonging to the former Gutehoffnungshütte Group, with the Kabel- und Metallwerke Gutehoffnungshütte AG

1967

Hiving-off of the electrical activities of Kabel- und Metallwerke Gutehoffnungshütte AG to form kabelmetal elektro GmbH, Hanover

1981



1992

Merger of Kabelwerke Rheydt and kabelmetal elektro to form Alcatel Kabel Beteiligungs AG

October: renaming and restructuring of Alcatel Kabel to become Nexans Deutschland

2000



2002

Takeover of Petri – today: Nexans Power Accessories Germany

2006

Acquisition of Confecta (Deutschland), specialist in the production of harnesses for the rail industry and other industry sectors

2007-2009

Founding of the subsidiaries Nexans Polska, Nexans Slovakia and Nexans Ceska Republika

As a globally active company in the cable industry, Nexans puts energy at the center of its business and offers a comprehensive range of cables and cable system solutions. By offering innovative, high-quality products, we are creating added value for our business customers and end users in the private sector through increased productivity, greater security, more stable networks and improved quality of life. Our focus is on the sectors energy infrastructure, industry, building and local data networks. In addition, we are developing solutions for energy, transmission and telecommunications networks, petrochemistry, the automotive industry, railway applications, ships, aeroplane construction, the electronics industry and the fields of handling and automation.

CABLES AND CABLING SOLUTIONS

SUPPORTING INTERNATIONAL MARKETS

Our customers operate in globalized markets and need to act quickly. This is why we offer them an identical cable and service range worldwide. Regardless of the country in which an energy group, network operator or machine manufacturer is based, it has access to an uniform product range and can be sure that its needs will be met in compliance with national and international standards. This is important, especially for the ever more complex projects in the infrastructure and energy sectors.

GLOBAL PLAYER FROM GERMANY

The Nexans Group, which is active around the globe, is represented in 40 countries with 26,000 employees, and in 2013 generated sales of nearly € 6,7 billion. The company, which is listed on the NYSE Euronext in Paris, generated around half of its sales in Europe.

Nexans Deutschland is a subgroup of the French Nexans S.A. group and is represented in eight locations. With an extensive portfolio of wires, cables and cable solutions, around 9,080 employees from Nexans Deutschland achieved sales of € 906 million in 2013. Development, production and manufacturing is carried out in Bramsche, Mönchengladbach, Neunburg



< Mönchengladbach plant



< Fire-fighting water towers in the Nuremberg plant

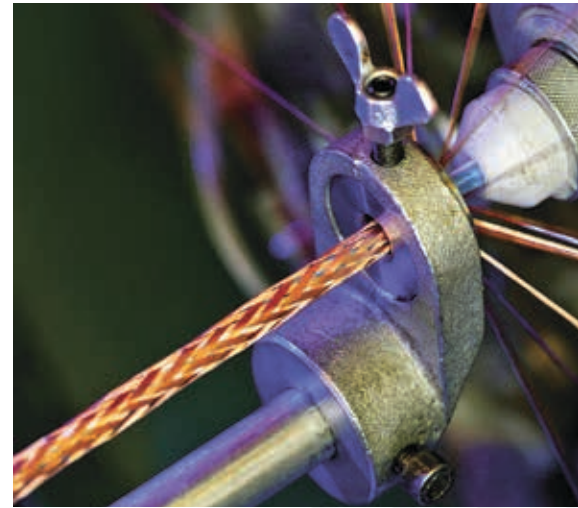
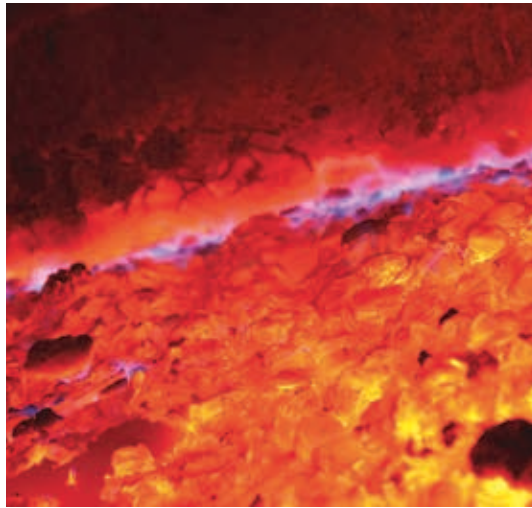


^ Neunburg vorm Wald plant

vorm Wald, Nuremberg and Hanover, the location of the German company headquarters. Three subsidiaries – Nexans SuperConductors (Hürth), Nexans Power Accessories (Hof) and Nexans autoelectric (Floß) – round off the product range with innovative high-tech developments or tried-and-tested mounting accessories.

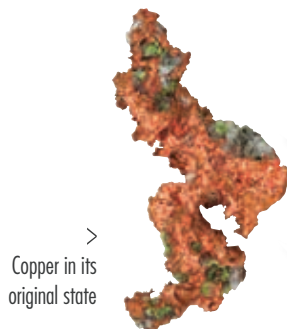
True to our focus on market areas, our German and European customers receive the full range of cable solutions from Nexans, such as high-capacity cables, systems and components for the telecommunications and energy sectors. They also benefit from superconducting materials and components, liquid gas transfer systems and special machines for the cable industry. Thanks to its close integration with the Nexans Group, Nexans Deutschland utilises synergies in all areas of the Group. This applies to global projects as much as it does to R&D and the exchange of expertise.





"RED GOLD" – COPPER WIRE ROD

With its special property profile, copper has become indispensable as a modern material. Copper is the first choice when it comes to very high electrical or thermal conductivity, along with optimum suitability for deformation. The "red gold" also offers outstanding corrosion resistance and recycling properties. Following refinement, a certain proportion of the copper produced globally is upgraded to create copper wire rod. This rod is the ideal primary material for further processing by means of drawing, rolling or other manufacturing processes; even here, copper can demonstrate its unique properties. The Nexans metallurgy plant in Bramsche also produces oxygen-free copper, which possesses optimized electrical and mechanical properties.



>
Copper in its
original state

CABLING SOLUTIONS FOR THE WHOLE WORLD

Not only German customers rely on the cable solutions developed and produced by Nexans Deutschland, because over half of our sales come from other European countries as well as Africa, the Asia Pacific Area, the Middle East, North/South America and Russia. The high standard of quality of Nexans products "Made in Germany" is thanks to our substantial expertise and the optimal interlinking of our development, research and production sites. This allows us to cover all cable-related manufacturing processes ourselves. We not only develop and manufacture cables and cabling systems, but also produce the copper wires that our cables are made of largely ourselves.

CENTRAL AND FULL OF ENERGY – HANOVER

In Hanover, where Nexans' German company headquarters are based, we mainly produce cable solutions for energy networks. In addition to low-, medium- and high voltage cables and system solutions for distribution and transmission networks, special/hybrid cables and transmission lines for high and extra high voltage are also produced in our Hanover plant. Complete cable systems for onshore/off-shore wind farms, underwater cables and superconducting cable systems are offered too. Special machines for the cable industry are also manufactured here along with flexible vacuum-insulated special cables and liquid gas lines.

A WIDE VARIETY – MÖNCHENGLADBACH

The potential applications of the products manufactured in Mönchengladbach are extremely diverse. The cable solutions are suitable for a variety of industrial applications, such as rolling stock, special cables, pumps, military cables, ship cables, motor connection cables, cables for renewable energy, mining cables and crane cables. In addition, different communications cables for interior and exterior telecommunications purposes are produced here: optical fibers, copper cables, fittings, complete network systems, LAN cabling systems, intelligent building infrastructure systems, connection components and data cables as well as active Ethernet switch systems.



FOR HIGHLY SPECIALISED APPLICATIONS – NUREMBERG

The Nuremberg plant specialises in the production of cables for industrial automation, including trailing power, signal, databus and sensor cables as well as hybrid cables. In the world of industrial automation, cables are subject to harsh conditions. They can become twisted, stretched or bent and are exposed to chemicals and extreme temperatures. But despite this, they still have to function flawlessly in machines, robots, drag chains and conveyor belts. The cable solutions developed at the Nuremberg plant fulfil highly stringent requirements regarding resistance, impermeability, insulation and fire protection. Depending on customer requirements, high-temperature-resistant, flame-retardant, halogen-free cables and specially customised cables are manufactured. The product range is completed by cables for automotive and rolling stock applications. The Nuremberg plant premises are also home to a Nexans Research Centre (NRC) for PVC and halogen-free materials. In its state-of-the-art test laboratory, we can implement special customer requirements and work on innovations.

FOR A SOUND BASIS – BRAMSCH, NEUNBURG V.W.

Nexans is the world's biggest private consumer of copper and processes around 850,000 tonnes of the precious metal each year. From rod production to blank, tin-, nickel- and silver-plated copper wires, we cover the entire cable development and production chain ourselves. In Germany, the majority of copper processing takes place in two locations: Bramsche and Neunburg vorm Wald. Here, we produce copper wires in all market-standard qualities and strengths, primarily for internal use within the Group, but also for the free market. The range includes copper wire rods, round wires, multiple wires and strands as well as special products.

BEST AT INNOVATION – HÜRTH

In Hürth, our subsidiary Nexans Superconductors (NSC) develops, produces and markets materials, components and systems based on high temperature superconductors (HTS) for use in power applications. Its main focus is on superconducting fault current limiters (SFCL), which protect networks and electrical devices from high short-circuit currents. Nexans is the international leader in the field of resistive SFCL systems and is the first company to have installed HTS systems in a power plant and supplied a number of systems for use in distribution networks.

CREATING CONNECTIONS – HOF/SAALE

Wherever power cables are connected or branched off, that is where Nexans Power Accessories comes in. With over 50 years' experience, the company manufactures solutions for connection technology and prefabricated power cable fittings, and has specialized in the manufacture of low-, medium- and high-voltage fittings as well as connectors and cable lugs. The product range extends from user-friendly connection and cabling technology for renewable energy concepts to partial-discharge-tested, prefabricated cables, through to plugs, terminals and joints for cable cross-sections of up to 1200 mm². In addition to the standard selection of press and screw technology, it also offers customized solutions.

MOBILITY ON FOUR WHEELS – FLOSS

In Floß, the subsidiary Nexans auto-electric develops and produces cabling systems and electromagnetic components for leading automotive and system manufacturers around the globe. With many years of experience in on-board electrical systems, injection plugs and coil springs, today the company counts as one of the top vendors for automotive and system manufacturers. The company is especially committed to expanding its activities in the field of electromobility.



This is not achieved simply by delivering Nexans' cable solutions to our customers – the service also needs to be right. At Nexans Deutschland, this begins as early as the planning and individual product development phase, and does not end with the 24-hour hotline for high-voltage cable systems or the mining emergency service. We offer a range of intermediate services to provide our customers with optimum support.

24-HOUR HOTLINE FOR HIGH-VOLTAGE CABLE SYSTEMS

Competence and speed are important when it comes to modernise ageing energy networks or repairing faults in high-voltage systems. Nexans' premium hotline offers technical support for the rapid resolution of faults in energy networks, but also for preventive maintenance. The customer has direct contact to our high voltage experts 24/7, without having to go through a call center. And the availability of contractually guaranteed spare parts ensures fast delivery.

24/7 EMERGENCY REPAIR SERVICE FOR MINING

Mining is a round-the-clock, not 9-to-5 job. The maximum availability of electrical mobile machines and devices is therefore essential. As part of a complete package available in many regions of the world, Nexans offers an emergency repair service around the clock, seven days a week. The service, which can be accessed via a special hotline, covers technical advice from experts and technical support, including sending experts to the site to repair faults and keep mining operations running.



INDIVIDUAL CABLE-CUTTING FOR MACHINE AND EQUIPMENT MANUFACTURERS

Nexans produces precision-cut cables for different machines and equipment, such as tool machines, and delivers them just in time. That way, our customers save time in the manufacturing process by not having to cut cables themselves.

CABLE SETS AND KITS FOR WIND TURBINES

Nexans offers tailor-made, ready-cut and assembled cable sets and kits to help wind turbine manufacturers respond to requirements and deliver their products more quickly. This reduces inventory levels and simplifies the ordering process.

CROSS-DOCKING TO MAKE WORK EASIER FOR TRADE

Nexans bundles the orders to help traders take account of customers' various requirements. For this, we offer last-minute commissioning for order completion, precision length-cutting upon request and separate paletting for every point of sale. Traders therefore save expensive warehouse space, require less working capital and have a faster stock turnover.

RELIABLE SERVICE AROUND THE CLOCK



< Short response time increases network availability and reduces costs: Nexans' modular service concept for paper and XLPE cable systems

VENDOR-MANAGED INVENTORY (VMI) IN CONSTRUCTION

Nexans' supply chain services are specifically tailored towards the needs of traders in the construction industry. Thanks to a vendor-managed inventory (VMI) for class A products, simplified cutting of class C products and individual packaging options depending on intended use (lengths, variants), customers can considerably reduce their logistics costs. This amounts to a reduction of around 20 percent in the working capital needed.

KANBAN REFILLING OF CABLE REELS FOR RAILWAY OVERHEAD CABLES

A special Nexans department has been set up that is responsible for refilling the cable reels supplied by railway overhead cable manufacturers. A visual reporting system using a kanban approach is set up according to the definition of an article-based inventory concept (maximum/minimum). This procedure is based solely on the actual consumption of materials at the place of supply and use, which helps to significantly reduce the product inventory needed for production. The inventories of the relevant locations are also recorded on a daily basis, which means that follow-up deliveries can be ensured within 24 hours according to the refilling program.

CABLE MANAGEMENT FOR TELECOMMUNICATIONS OPERATORS

Nexans has developed a special cable warehouse and logistics program for telecoms operators. It allows customers to ensure that their cable stocks are always available. In addition to simpler warehouse management, the customer's inventory can be reported directly to the vendor. The area used for warehousing can also be considerably reduced.

FASTER AND EASY – CONNECTION OF OPTICAL FIBER CABLES

Nexans offers complete solutions making it easier to connect optical fiber cables in data centers and storage area networks (SAN). As a result, customers benefit from considerable time and cost savings.

ONLINE INFORMATION SERVICE

Nexans' online information service allows customers to access their critical supply chain information quickly and securely at any time. That way they can find out the status of orders, delivery times and inventory levels for every product.

CLOSELY ALIGNED TO THE MARKET

Nexans is a major player in the main European markets:

- Utilities & operators (power supply and telecommunications)
- Infrastructure and industry projects (onshore/offshore, power plants, railway networks, airports, mining)
- Industry
 - Transport: Railway vehicles, automotive, on-board devices/applications
 - Industrial applications: Automation, handling, mining
 - Renewable energy: Wind turbines, photovoltaic
 - Marine, mining, automation, wind power
- Distributors and installers

In addition to alignment to these target markets, the globally active, Germany-based business unit High Voltage and Underwater Cables (HVUC) oversees all activities related to high-voltage cables on land and underwater.



INNOVATION

To Nexans, proximity to the customer means being in close dialog with the users of its products. This allows us to quickly identify new ways of increasing their competitiveness and helping them to maintain their competitive position with high-performance, sustainable and economical cable solutions. It also means knowing how we can face future challenges on the market together. Nexans Deutschland therefore subjects its products and services to a constant process of innovation. After all, quality is not a finished state, but a goal that needs to be achieved afresh every time.

INNOVATIONS WITH COMMITMENT

RESEARCHING FOR INNOVATIONS

Instead of resting on their laurels, the approximately 600 engineers and technicians employed in R&D at Nexans are continuously working on developing new products and refining existing solutions. In four research centers in Nuremberg (Germany), Lyon, Lens (France) and Jincheon (Korea) and three application centers, we are constantly searching for new ways of increasing the performance and security of our cables and ensuring that they can be adapted in line with specific potential applications. The economic viability of future applications is a top priority here.

Nexans engineers conduct research in the following areas:

- Polymers and processes for power cables
- Technology for medium- and high-voltage cables
- Connection technology and power cable fittings for large cable cross-sections
- Systems with high-temperature superconductors
- Cables for building technology

With an R&D budget of just over €75 million in 2012, our experts research the material properties of wires and insulation materials as well as test out new installation and connection concepts. The 640 registered patent families of recent years stand testimony to our creative power.

MOTIONLINE® ROUND CABLE FOR DRAG CHAIN INSTALLATIONS

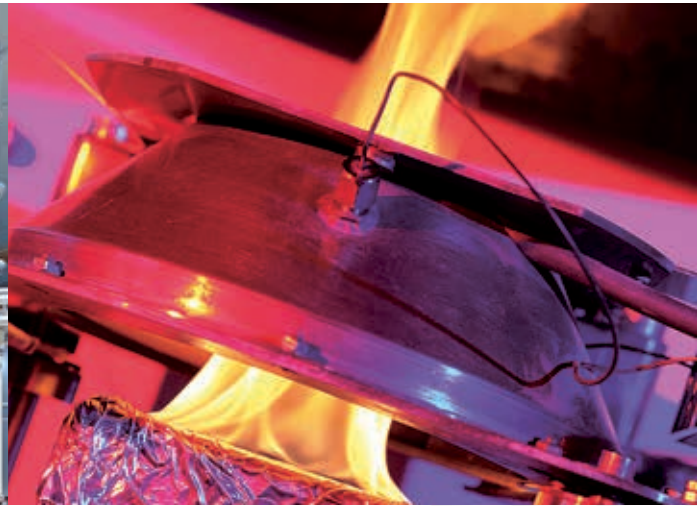
The new, shielded MOTIONLINE® round cable LI9YHC11YH has been specially designed not only to offer AS-i-compatible electrical properties and do away with the need for separating strips, but also to be drawn in together with power and motor cables where space is at a premium. Mismatches are avoided thanks to the adapted capacity, surge impedance and inductance of the round cable. The new cable fits in M circular connectors, which offer the optimum opening for 8 mm cables at the rear. This round cable is halogen-free, flame-resistant and cULus 21198/10493-certified. It is currently available in the following cross-sections: 2 x 1.0 mm² (shielded) and 2 x 1.5 mm² (unshielded).



SUCCESSFULLY DEVELOPED

The list of successful new developments in recent times is long. In 2012 alone, Nexans registered 78 patents. On average, our experts develop more than one new product every week.

4 international Nexans research centers, 600 researchers, 640 registered patent families and more than 1 new product every week.



CABLING OF THE LARGEST DANISH OFFSHORE WIND FARM

To cable the Anholt wind farm, which is located on an 88-square-kilometer expanse off the Danish coast, Nexans is manufacturing special 34 kV cables with three different cross-sections. The cables connect the 111 wind turbines to each other and to the offshore transformer station, and fulfil different transmission requirements. As part of this project, which is also the largest single order to date for the Nexans Hanover site, we are also installing the accessories at high sea and carrying out the commissioning.



But before ideas such as a fire-retardant cable sheath or a superconductive cable become usable and economically viable products, they have to undergo rigorous testing. Only once they have passed the various test runs – such as torsion, fire or high voltage tests – are they tested in the field. Once the new products have overcome this hurdle too, they are added to the Nexans product catalogue.

FAST TIME TO MARKET

To fulfil our customers' time requirements, we use every opportunity to accelerate the development cycles. Innovations have to be implemented quickly to shorten the valuable time between the product concept and its market launch. After all, our customers need to leverage their competitive advantages as quickly as possible. We help them to do so.

FIBER OPTIC NETWORKS FOR DANISH HOSPITALS

The Danish region of Central Jutland has signed a multi-year contract with Nexans for the delivery of 10,000 Ethernet microswitches. These access switches are key components of an innovative, fiber-optic based LAN cabling concept called "Fiber-To-The-Office (FTTO)". The technology is initially to be rolled out in the newly renovated and expanded Viborg Regional Hospital as well as in the new hospital complexes in Aarhus and Gødstrup. At a later stage it is planned to supply 20 smaller hospitals and other public institutions in the region. The concept not only offers unmatched advantages in cost-of-ownership, but also provides unprecedented redundancy and network availability.



PHOTO: DANIA ARTHUR, WWW.DANIA.BE/OLK



IT ALL STARTS WITH RESEARCH

The Nexans Research Center (NRC) is the development center for medium- and long-term research projects within the Nexans Group. Our colleagues based in Nuremberg (Germany), Lyon, Lens (France) and Jincheon (Korea) support Nexans worldwide in the areas of polymers and associated technologies, such as:

- In the field of polymers and the associated technology,
- Chemicals, materials science, ceramics,
- New materials and processes for cables.

In addition, the NRC is on hand to assist the Nexans plants with any technical queries or issues they may have, as well as with the simulation of production processes and cable properties, compounding and analyses. Its main tasks include:

- Developing new materials and technologies in order to offer innovative product concepts,
- Developing high-value products and reducing manufacturing costs,
- Building and maintaining close ties to universities and external research partners,
- Researching cable-related technologies,
- Identifying new market opportunities,
- Training the technical staff.

Whereas the emphasis at NRC Lyon is on activities for basic research and cross-linked materials, the Nuremberg team mainly specializes in thermoplastic materials. Thus in Nuremberg for example cables and their sheaths are closely examined in terms of how they react to external cold and/or heat, with movement, in contact with chemicals and oils, or in fires. In Lyon, the main focus of research is on cross-linked materials and simulations; in Lens it is on metallurgy, while at the NRC location in Jincheon, the focus is on rubber as well as the Asian market. Our researchers search for practical solutions, which result in products such as halogen-free and fire-retardant cables or flexible power cables for hybrid vehicles.



NEXANS CABLES FOR CLEAN PORTS

Thanks to Nexans' hybrid ship-to-shore cables, ships in port can switch off their machines and be supplied via a local power grid connection so that they can use their AMP (Alternative Maritime Power) systems. The cable also offers an integrated data and telecommunication connection. This results in lower greenhouse gas emissions during stays in port, considerable noise reduction and great savings in fuel costs.





FAST AND COST-EFFECTIVE CABLING OF REGIONAL ROUTES

To provide regional railways with a modern infrastructure previously required various different cables for control and signalling, electronic interlock intercom, language, data and GSM-R services as well as low-voltage power supply. These cables were laid in concrete troughs along the track, a time-consuming process with high assembly, installation and maintenance costs. DuoTrack® – our all-in-one system solution – provides an alternative solution that is faster, easier, more economical and even safer. DuoTrack® combines all the copper and fiber-optic services required for modern railway operation within a single cable. The main benefit of DuoTrack® is that it consists of a fiber-optic and a copper cable tightly connected with a web which can be separated if required. This allows them to be laid together in one process and attached at the rail in a theft-proof manner, while still allowing the cables to be treated individually for branching. Deutsche Bahn has so far fitted 500 kilometers of its regional network with Nexans DuoTrack® and further lines are planned for the next years. The DuoTrack solution is also of interest to foreign railway network authorities and export projects are in preparation.

TESTED FOR ALL USAGE SCENARIOS

Before a new product comes onto the market, it undergoes thorough testing during which we subject our cables to extreme conditions. We tug, pull, press, rip and squash them. We subject them to the same movement processes millions of times over. This job is performed by the Nexans Motion Application Center, which is part of the NRC. This center, which is unique in the whole industry, tests the newly developed prototypes under realistic conditions by precisely simulating industry requirements. In addition, we examine the fire/flame and emission properties according to ISO 17025 of Nexans cables in a fire laboratory also located on the NRC premises.



THE LONGEST SUPERCONDUCTIVE CABLE IN THE WORLD

At its plant in Hanover, Nexans is developing what is currently the longest superconductive cable in the world. It is scheduled to be laid as part of the German pilot project "AmpaCity" run by RWE, Nexans and the Karlsruhe Institute of Technology. The three-phase, concentric 10 kV cable, which is one kilometre long, will connect two transformer stations in Essen and provide a transmission capacity of 40 MW. In this project, a superconductive cable – from Nexans – will for the first time ever be field-tested in combination with a resistive superconducting fault current limiter – from Nexans SuperConductors – for overload protection. Fault current limiters protect electrical switchgear and networks against harmful fault currents that can potentially be caused by short-circuits or lightning.



COOPERATION FOR GREATER SERVICE IN THE MINING SECTOR



Nexans Deutschland has entered into a cooperation agreement with Becker & Hüser GmbH (B&H). The company, which is headquartered in Sonsbeck, has developed special repair techniques for cables, lines and fibre optic cables in above- and below-ground pits. Different repair methods are used depending on requirements regarding the mechanical load-bearing capacity and flexibility of the cables and lines. Thanks to this partnership, Nexans can offer a comprehensive range of technically superior and high-quality repair services and complete solutions specially aimed at its customers in the mining sector in Europe, the Middle East, Russia and Africa.



NEW EARTHING CABLE SPECIALLY DESIGNED TO THWART THIEVES

Deutsche Bahn (DB) presents attractive propositions not only for travellers, but also for thieves. Railway earthing cables are easy and valuable pickings with high copper content. They can be purloined without danger because they are currentless and voltage free during operation. Plus, the risk of thieves being caught red-handed is pretty small because a removal of earthing cables will not cause any immediate disruption. To curtail cable theft, DB has so far relied on prevention through alternative conductor materials like aluminium or steel with a significant lower scrap value. As neither alternative is compatible with DB's NYY-O earthing cable standard, special cable lugs, bending and crimping tools are needed to be taken along for installation. But thanks to the theft-proof RHEYRAIL earthing cable, this is now a thing of the past. The material mix of the conductor makes it sufficiently unattractive to thieves while maintaining

full electrical and mechanical compliance with the NYY-O standard, which means that the DIN 46235 type cable lugs can still be used as normal. Thanks to their high flexibility and form stability, this earthing cable is easy to install in the normal manner and without the need for special tools, even at low temperatures. The RHEYRAIL protection concept is based on a combined armoring layer from tinned copper and galvanised steel wires which hides the copper content of the RHEYRAIL earthing cable. A steel wire in the center prevents that the inner conductor may be recycled as pure copper. In addition, a robust PE outer sheath makes it more difficult to strip long sections of cable. A blue mark on both sides of the sheath indicates the cable as a theft-proof solution. The German Federal Authority of Railway (EBA) has approved the RHEYRAIL solution, which will now be installed and tested on selected lines in Bavaria.



FROM WIND TO POWER – CONNECTION AND CABLING TECHNOLOGY FOR WIND TURBINES

Reliable cable fitting and connection technology is needed wherever power is transmitted through cables and lines, wherever cables are connected and branched off, and wherever are connection points – both on land and on the high seas, for example in wind turbine. Operation in the middle of a rough offshore environment is extremely demanding. Features such as low weight, high flexibility, impermeability and temperature resistance are important here. That is why the experts at Nexans Power Accessories Germany (NPAG) have developed a highly robust and easy-to-install connection and cabling series: the "WINDLINK® connection system". The range covers medium- and low-voltage connectors, sets and kits.

Since flexible cables are used in nacelles, NPAG also optimizes the contact elements accordingly, so that they fulfil the electrical requirements of IEC 61238-1 A. The specially adapted contact elements for wind turbines now have a simple, type-tested connection – for class 5 copper cables up to a size of 800 mm² and for class 2 aluminium cables up to a size of 1,200 mm².

Individual solutions can be created for customer-specific requirements. And our 20-plus years of experience in userfriendly roll-on sleeve, heat-shrink and cold-shrink technology ensure optimum insulation of the connection points.

HUMAN RESOURCES DEVELOPMENT

“Our head is round so that our thinking can change direction.” What the French artist and writer Francis Picabia expressed so concisely, we have put into practice – for example by increasing our customer focus. The division into European regions has given way to division into cross-border market areas. In addition, all of our European Nexans locations have seen profound changes in their structures, processes and behaviour.

Beschreibung	Region	Land	Standort	Vertragsart	Ansicht
CNC-Fachkraft, NC-Anwendungsfachmann, Feinmechaniker oder Mechatroniker (männlich, weiblich) - Nexans Deutschland ist.....	Europa	Germany	Nordrhein-Westfalen	Unbefristeter Vertrag	Ansicht
Assistenz der Geschäftsführung (männlich, weiblich) - Nexans Deutschland ist der deutsche Teilkonzern eines weltweit.....	Europa	Germany	Niedersachsen	Unbefristeter Vertrag	Ansicht
Hochspannungsmonteur (männlich, weiblich) - Nexans Deutschland ist der deutsche Teilkonzern eines weltweit agierenden.....	Europa	Germany	Niedersachsen	Unbefristeter Vertrag	Ansicht
Supply Chain Manager (männlich, weiblich) - Nexans Deutschland ist der deutsche Teilkonzern eines weltweit agierenden.....	Europa	Germany	Niedersachsen	Unbefristeter Vertrag	Ansicht
Vertriebsingenieur Hochspannungskabel-Projekte (männlich, weiblich) - Nexans Deutschland ist der deutsche Teilkonzern.....	Europa	Germany	Niedersachsen	Unbefristeter Vertrag	Ansicht
Einstellung von Auszubildenden - Nexans Deutschland ist der deutsche Teilkonzern eines weltweit agierenden Technologieunternehmens.....	Europa	Germany	Bayern	Ausbildung	Ansicht
Projektmanager (männlich, weiblich) - Nexans Deutschland ist der deutsche Teilkonzern eines weltweit agierenden Technologieunternehmens.....	Europa	Germany	Niedersachsen	Unbefristeter Vertrag	Ansicht

PEOPLE AT THE CENTER – NEXANS' HUMAN RESOURCES DEVELOPMENT

The new direction leads to stronger international collaboration, such as a joint sales organization, which our customers benefit from. However, such complex tasks cannot be achieved by creating new organizational charts or by running a few workshops, but only by the methodical interaction of motivated employees.

HERALDING THE DAWN OF AN AGE-APPROPRIATE WORKING WORLD

Nexans employs people whose fathers or grandfathers also served in our ranks. Being an employer for different generations of families is only possible if we respect the needs of our employees, even when these needs change such as they have children or they simply get older. Nexans does not see demographic change as a burden but as an opportunity from which everyone can benefit if the right measures are taken. For example, we offer age-appropriate alternatives to three-shift cover or a voluntary increase in company pensions to ensure that nobody is forced to continue working despite being in poor health. We also attach great importance to measures aimed at promoting health and further training as a way of maintaining the productivity of our employees.



SHARE TOGETHER OUR VALUES

Think Customer / Value People / Commit to Excellence / Take Action / Be Responsible / Work Globally

These six values play an essential role for all Nexans staff. They drive our day-to-day work and strengthen our relationships with our customers, suppliers and with all people and organizations we have to deal with. Thanks to the commitment of all our employees, these values are drivers of excellence and ambition for everyone of us.



FURTHER TRAINING AT INTERNATIONAL LEVEL

Learning means always challenging conventional wisdom and thinking about new concepts, all through life. We are therefore continuously investing in our employees. Initial work training and professional development are extremely important for improving the quality of our products and services as well as ensuring the success and efficiency of the company. Nexans University, our Group's own international training platform, also offers events at international level alongside work. In addition to technical skills, these training events strengthen skills in the areas of procurement, marketing, sales, IT and logistics. Employees receive practical knowledge so that they are better prepared for current and future requirements. The international network also helps to promote creativity and lay the foundation for further innovative ideas that guarantee the long-term success of the Group as a whole.

NEXANS SUPPORTS COMPETITION FOR YOUNG RESEARCHERS

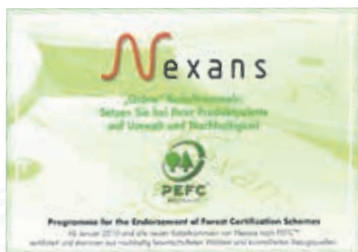
Nexans has always been keen to promote a thirst for knowledge and pioneering spirit. For many years now we have been supporting the competition "Young Researchers – Students Experiment" in Hanover at regional level – and every year we are surprised by the consistently high level of interest that young people have in technology. The fact that many of the young people care about the intelligent use of energy, the environment and climate protection is especially encouraging for us as a cable manufacturer in direct contact with the energy sector.



RESPONSIBILITY



Corporate Social Responsibility (CSR) is a given for Nexans – and we take our responsibility seriously at many different levels. For example, Nexans is a member of the Global Compact of the United Nations and therefore adheres to the ten basic principles in the areas of human rights, labour standards, environmental protection and the fight against corruption. The Group thus undertakes to actively implement these principles on a daily basis, including by requiring its vendors and business partners to comply with minimum social and ecological standards.



ACTING RESPONSIBLY – CSR BY NEXANS

The "Nexans Foundation" is proof that CSR is not just an empty phrase for Nexans. Under the umbrella of this foundation, we campaign worldwide for social and humanitarian projects. As a partner of "Électriciens sans Frontières" (Electricians Without Borders), Nexans donates a variety of components including medium- and low-voltage cables to support the development and expansion of power supply networks in poor regions of the world. The foundation also supports the preservation of world cultural heritage sites such as the Palace of Versailles. To help with the renovation of the palace, Nexans donated over 500 kilometres of cable.

But it is not only art, culture and the living conditions of our fellow human beings that are close to our heart here at Nexans, but also environmental protection. The strict requirements regarding the environmental management system are certified to ISO 14 001 and recognised the world over. This standard focuses primarily on continuous improvement. We are always coming up with new ways of conserving resources. For example, we recycle copper and aluminium granulate and send plastic from end-of-life cables for recycling so that it can be reused in the production of external cladding, kerbstones or road cones. We take the same level of care when it comes to timber, a key raw material. We wind cables on "green" wooden drums with PEFC™ certification for sustainable forest management.

ENERGY, ENVIRONMENT AND QUALITY

Environmental protection and the quest for perfect industrial production are not mutually exclusive at Nexans. The aims of the management system "Nexans Excellence Way" (NEW) benefit the environment and customers equally. Because lower material and energy usage and optimized logistics translate into attractive prices. "Eliminating waste", "standardizing", "self-organized teams" and "performance measurement using transparent target cascading" are just some of the core elements of NEW. To implement these principles in the long term, suitable work environments are needed. We therefore follow the 5S principle, whereby Selecting, Sorting, Systematic cleaning, Standardizing and Self-discipline are the basis for high-value products and secure workplaces. Nexans has its dedicated employees to thank for the success of this 5S strategy, which they have integrated into their daily work; with their attention and involvement, they make sure that the working culture is continuously enhanced.



COMMITMENT TO SAFETY AND QUALITY

The accident rate⁽¹⁾, the main indicator for a plant's output, was 5.9 in 2012 (-23% compared to 2011). The Alert Management System for the exchange of information and analysis of safety and quality problems allows all plants to make continuous improvements in safety and quality using experience gained to date.



(1) Number of accidents per million working hours

FOTO: NEXANS/CLIOGANS - SPA PRESS

HEALTH AND SAFETY

With all its efforts for the greater good and the environment, Nexans does not neglect its duty of care towards its own employees and service providers, and makes every effort to avoid work accidents and occupational illness. We therefore do not limit ourselves to rules and guidelines. Special campaigns and initiatives are designed to raise employees' awareness of possible dangers in the workplace and motivate them to suggest and implement suitable preventive measures. As with all other measures, but in particular here: it is essential that employees play an active role.



Nexans Germany is one of the leading cable manufacturers in Europe. The company is offering an extensive range of high performance cables, systems, and components for the telecommunications and energy sectors, rounded off by superconducting materials and components, Cryoflex transfer systems and special machinery for the cable industry. Producing at manufacturing plants in Germany and abroad. The full integration into the Nexans Group Nexans Germany also benefits from excellent opportunities to use the available synergies in all corporate fields, which not only applies to worldwide projects but also to research and development, the exchange of know how, and to other areas.

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