

TSR

THE METAL COMPANY

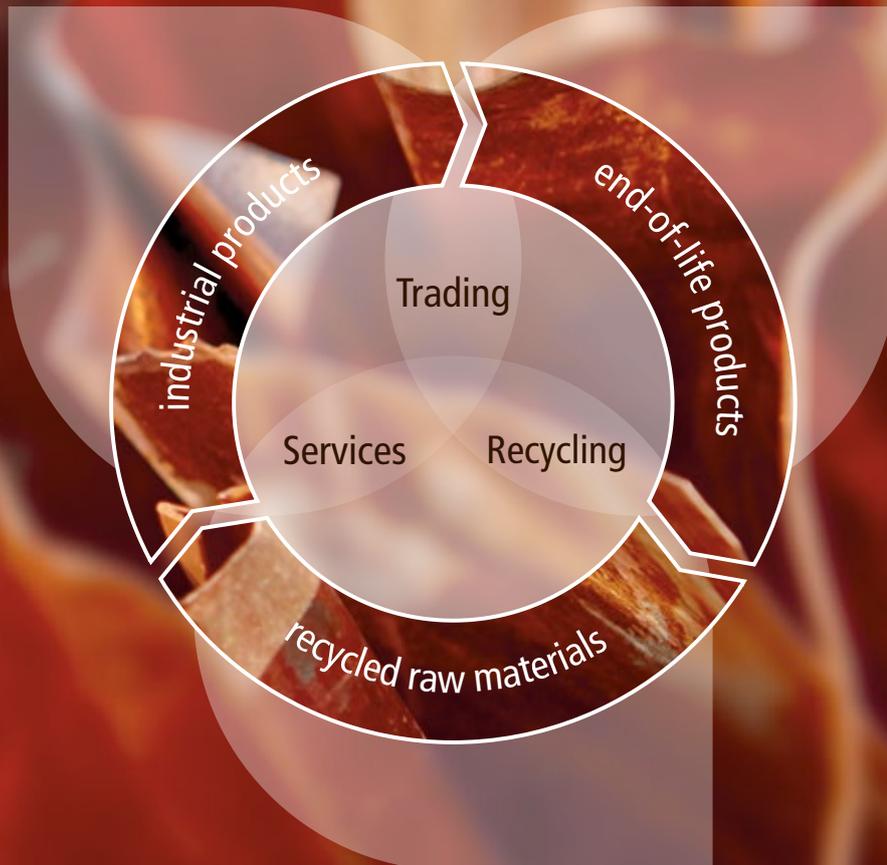
Metal recycling – working for the future



> **The TSR Group**

Focusing on our core areas of expertise – trading, services & recycling – we create new ways to recover and return metal to production cycles and add value to our customers' businesses

tsr.eu/en



Imprint

TSR Recycling GmbH & Co. KG // Head office // Brunnenstr. 138 // 44536 Lünen // Germany

T +49 2306 106-3800 // F +49 2306 106-3790 // info@tsr.eu // tsr.eu/en

Images: Shutterstock, Cvijun (P. 04/05); Fotolia, icarmen13 (P. 12); Panther Media, Marius Graf (P. 15)

Text & layout: atelier-14.de // Print: LUC, Selm

Conserving resources, curbing global warming: Our tasks for the future

The TSR Group, based in Germany, is the leading metal recycling company in Europe and a well-established partner for large international companies, small and medium-sized businesses and local authorities. Our customers benefit from the decentralised structure of our group as well as from the extensive expertise of our shareholder REMONDIS.

From aluminium, to iron and steel, all the way through to zinc: our portfolio of services covers the collection, transport and processing of ferrous and non-ferrous metals, trading and material flow management as well as a wide range of related services. We not only create economic advantages for our customers but also make the very most of every opportunity to protect the environment. We are always happy to take on the challenge of transforming industrial and end-of-life products into recycled raw materials of specific quality-assured grades. We develop novel ideas, draw up bespoke concepts and never fail to think innovations through to the end.

Content



Trading 08



Services 10



Recycling 18



Sustainability 24



People 26

Achieving more together. With the TSR Group

The TSR Group – Facts & Figures

as of 2017



Employees:
around 2.500



Turnover:
2.8 bn euros



Locations:
around 140



Tonnage FE:
around 7,27m

Tonnage Non-FE:
around 0,54m

The main companies within the TSR Group

TSR Recycling GmbH & Co. KG, Germany
THYSSEN ALFA Rohstoffhandel München GmbH, Germany
HKS Scrap Metals B.V., Netherlands
TSR Czech Republic s.r.o., Czech Republic
TSR Slovakia s.r.o., Slovakia
TSR Poland Sp. Z.o.o., Poland

Our long-standing commitment to the future

Our company is well-known for providing reliable metal recycling services – something it has been doing since its foundation in 1890.

1890

Foundation of Thyssen
Sonnenberg Recycling

1906

Foundation
of Klöckner

1996

Merger to create
today's TSR Recycling
GmbH & Co. KG

2007

REMONDIS purchases
a share in the business

2017

REMONDIS becomes
sole shareholder

Representative offices (trading)

TSR Recycling Rep. Office (Moscow, Russia)

TSR Recycling India Office (Bangalore, India)

TSR Recycling Shanghai Rep. Office (Shanghai, China)



Denmark

Netherlands

Germany

Poland

Czech Republic

Slovakia

Austria



Trading. Services. Recycling. Our key areas of expertise

Having worked in this field for over 120 years, we have perfected the different ways used to trade in and recycle ferrous and non-ferrous metals. Our portfolio of services ranges from collecting and processing metals, to trading activities and material flow management, all the way through to developing special systems for industrial and commercial businesses as well as local authorities. We offer sustainable solutions – and are constantly working on further improving these wherever possible. By doing so, we ensure that we become ever further integrated into the supply chain and help conserve natural resources, protect the environment and prevent climate change.



Trading & material flow management. Taking the direct route. Worldwide

Our trading activities in ferrous and non-ferrous metals are one of the three main business divisions at TSR. We have become a strong and reliable partner for both suppliers and buyers thanks to the decentralised structure of our branches and facilities, which are located across the whole of Europe. The metals, sorted into standard commercial grades, come from collections, recycling firms, demolition projects, production plants and craftsmanship businesses as well as from local authorities and suppliers operating on national and international markets.

Our specialists always keep a very careful eye on national and international legislation requirements as well as on environmental framework conditions

Collection – personal & transparent

With around 140 business locations, TSR has created a close-knit network of branches and storage facilities – the perfect set-up for purchasing metals from our regional customers. We work together with small metal traders as well as with large industrial companies and local authorities. A special feature of our business here is that we always remain in personal contact with our trading partners and place great importance on providing the highest possible levels of transparency. We weigh the materials and declare the quantities of FE and non-FE metals on site at our customers and always offer the best possible payment conditions.

Logistics – on site, near and far

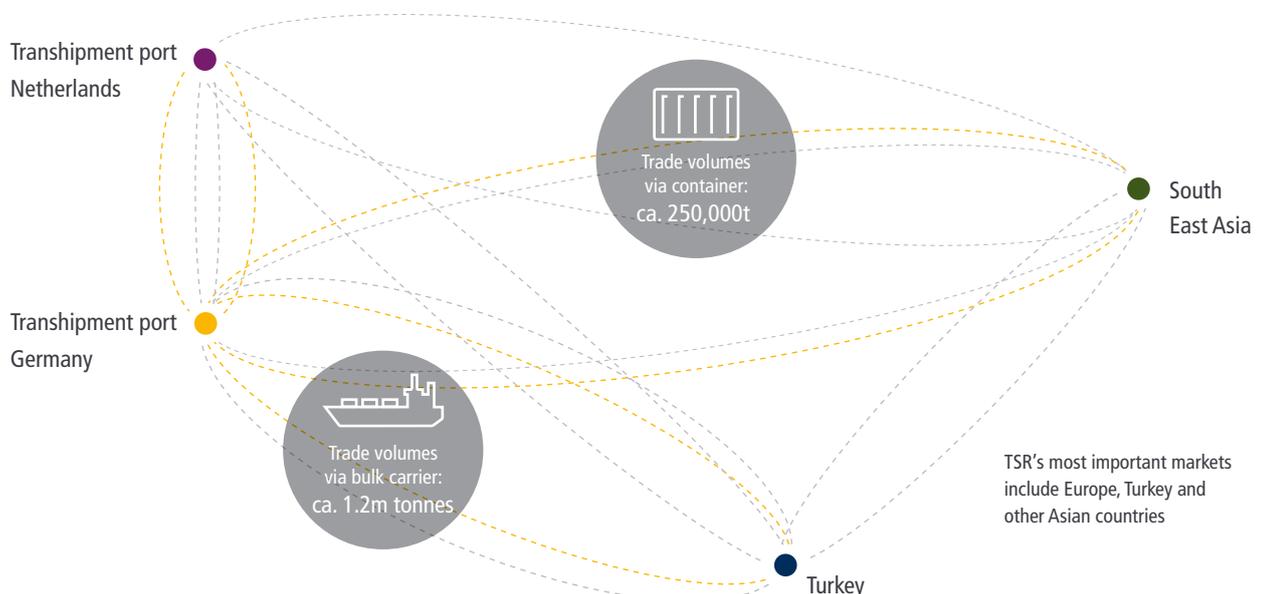
Many of TSR's business locations have direct links to rail networks and waterways. We have created a comprehensive

network by operating our own fleet of trucks, having branches at strategically important ports, running international trading offices and collaborating with our sister company, Rhenus Logistics. We are, therefore, able to offer our customers just-in-time deliveries – and, if they wish, a range of other logistics services as well.

Supply – needs based, from one source

Personal contact is just as important when it comes to selling metals. Which is why we ensure our customers have just one contact person – helping to build trust and promote continuity. Moreover, our service concept enables us to provide our partners with the precise quality and exact quantity of material they need. Foundries and steelworks like working with us as we have such a wide range of processing technology and can provide them with a reliable supply of metal that is always of the same quality.

Shipping





Thanks to our in-depth know-how, our perfected logistics systems and our specialist partners, we always deliver our recycled raw materials to our customers on time. In Germany, across Europe, worldwide

Import & export – large quantities just in time

When it comes to import and export, TSR also procures and sells materials outside its main markets, buying and selling products all around the world. To be able to do this, we use a selection of branches to handle the ferrous and non-ferrous metals whilst our well-located transshipment sites – such as Hamburg, Bremen and Amsterdam – operate ideal logistics systems. Our customers benefit from our global trading activities as they know they can always access large quantities of material for a good price and from a reliable trading partner whenever they need them.

Drop shipping – the direct route from A to B

TSR organises drop-shipping services or carries them out itself. Collaborating with us in this way creates a whole range of advantages for our customers: they have just one contact person, lower their storage and transport costs and can rely on the short payment periods of a competent trading partner.



Year on year, we handle over seven million tonnes of ferrous and non-ferrous metals so they can be reused to make new products – and help protect the environment by reducing energy consumption and carbon emissions

From a single service to the full package. Services for public and private sector companies

TSR's services focus on collecting, sorting, processing and transporting metals. By offering these four key services, we are able to close the loop between steelworks, foundries, the metal-processing industry and the sites generating scrap ferrous and non-ferrous metals. We help our customers to carry out their everyday work and draw up bespoke services and smart solutions to meet their needs – adding value to their business and protecting the environment.

Collection

We pick up FE and non-FE materials from individual customers, collect them via our own take-back schemes and transport them straight to our facilities. Moreover, we also recover recyclable metals by performing dismantling and demolition work

Sorting

We deploy modern sorting technology to prepare the metals for recycling in the best possible way – both on site at our customers as well as at our own plants. And wherever else such technology may be needed



We create bespoke solutions that sustainably strengthen our customers' economic situation and protect the environment long term

Thinking ahead: adding value across the whole of the material life cycle

TSR's commitment does not simply begin when it collects steel and other metals. On the contrary, we look to support our customers across all the different material processing stages and make the very most of all potential recycling opportunities – preferably at the very start of the production process. Our key account management & services department (KAMS) is responsible for this aspect of our operations: these specialists develop individual market and needs-based services, full service packages and system solutions that go far beyond the actual recycling of metal.

How industrial/commercial businesses & local authorities benefit

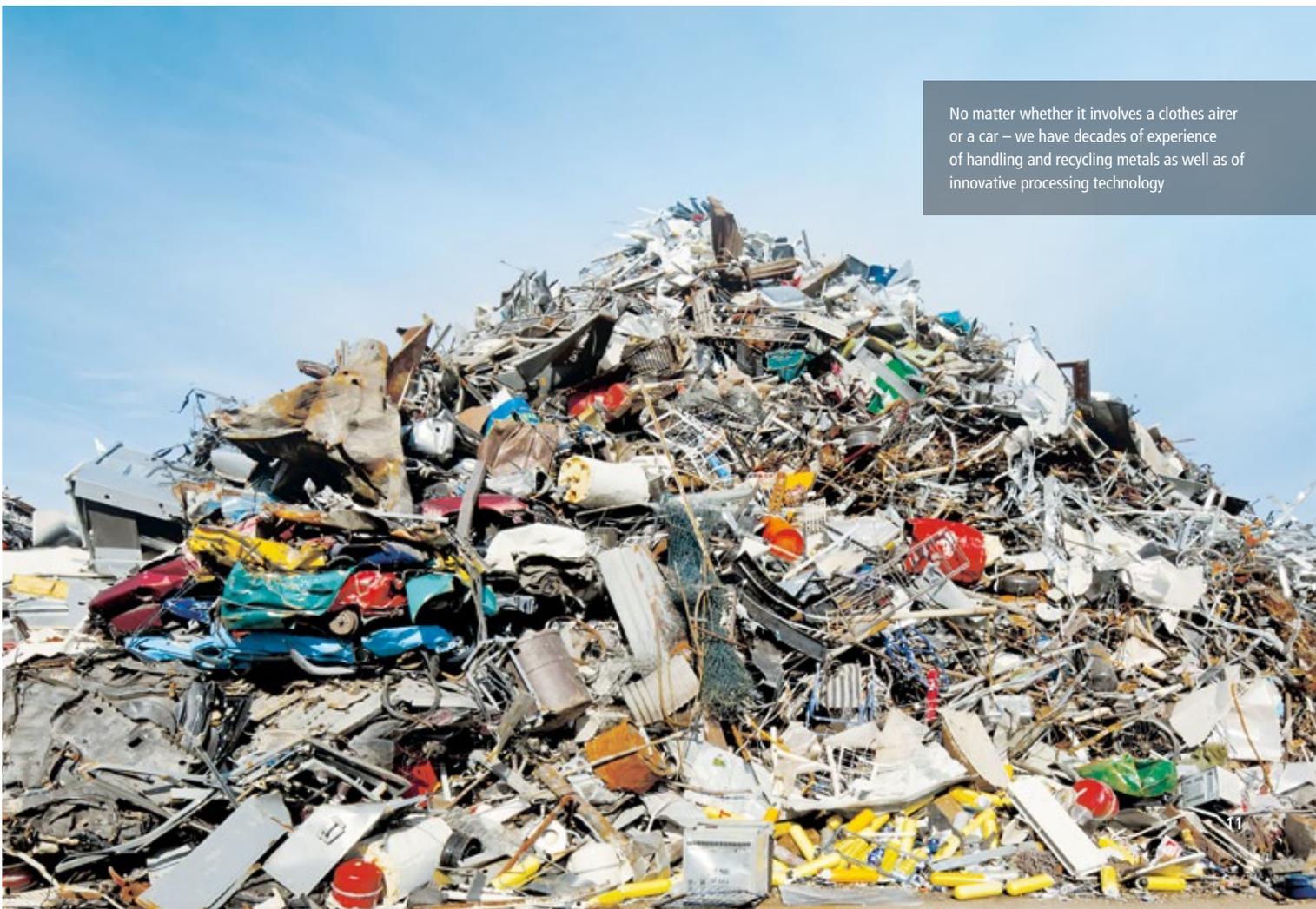
- Innovative strength & industry know-how
- A certified specialist waste management business (EfbV)
- Compliance with all legislation requirements incl. documentation
- TSR's Sustainability Certificate
- Solutions for all types of residual materials
- Proximity to customers, designated contact people
- Direct collaboration, fewer intermediaries
- A wide range of reliable services

Our partners know they are using a certified sustainable system when they work with TSR. An important criterion for their success



Recycling uses far less energy than production processes based on primary raw materials: 95% less for aluminium, 85% for copper and 74% for steel

Source: Bureau of International Recycling



No matter whether it involves a clothes airer or a car – we have decades of experience of handling and recycling metals as well as of innovative processing technology

Optimising recycling systems & processes. Cost-effective solutions for industrial businesses

TSR develops innovative concepts that facilitate our customers' everyday business. Moreover, we provide them with specialist advice and bespoke services. Thanks to our extensive branch and logistics network, we are able to deliver reliable services to all companies working with steel and metals: large international corporations, medium-sized businesses and small commercial firms.



Material flow management including processing slag and collecting faulty batches – foundries and steelworks rely on the expertise of our specialists



Steel can be recycled again and again without any loss in quality; at the moment, 40% of the world's steel production is made from scrap*. We offer innovative services in order to further increase this figure

*Source: Bureau of International Recycling



Customer-oriented, full-service solutions

Collaborating closely with our customers, we analyse their in-house processes and develop models to further improve their systems – which can also be adapted to changing conditions whenever needed. Moreover, our portfolio also includes coordinating service providers and compiling waste balance sheets. In short: TSR is a competent partner that can deliver smart recycling concepts for all aspects of your business.

Closed material cycles. In-house, too

We collect all ferrous and non-ferrous scrap generated by production processes and then recycle it at our own facilities. The recycled raw materials are then returned to production cycles.

A wide portfolio of modern industrial services

When we draw up bespoke concepts for our customers, we always offer them a wide range of expertise and options:

- Collecting, sorting, processing & returning materials on site at our customers
- Using more cost-effective recycling methods
- Full recycling of all scrap metal generated
- Optimising in-house logistics processes
- Taking over & optimising material flow management
- Managing waste consolidation & storage sites
- Setting up & running packing and treatment facilities
- Collecting & processing production residue and faulty batches
- Integrating materials into take-back schemes and system solutions

Our industrial services are targeted at steelworks and foundries as well as at metal-processing firms and craftsmanship businesses

> Helping you further improve your competitive edge

No matter what combination of services we draw up for your business, TSR always has the big picture in mind helping to give you that decisive competitive edge in a global environment:

- You need less time for recycling tasks and so have more time for your core business
- You benefit from having fewer recycling tasks and a higher yield
- You improve your waste balance sheet and carbon footprint, helping to protect the environment and conserve natural resources

TSR can supply you with many different types and sizes of containers manufactured in line with DIN standards; if required, we can develop special solutions





Cutting costs. Growing revenue. Increasing recycling rates. Services for city and district authorities

More and more metal is being handed over to local authorities for recycling. And this is where our portfolio really helps out – by providing services that cut costs and grow revenue. A portfolio that is based on a comprehensive and transparent compliance system. What's more, such partnerships benefit the environment: together we can increase recycling rates and make a huge contribution towards conserving our planet's natural resources and curbing global warming.

> Flexible business models

We are happy to alter our contract terms to meet your expectations – from providing services for individual projects all the way through to comprehensive framework agreements.

All TSR activities are based on its comprehensive compliance management system that is continuously being reviewed and adjusted to changing conditions

Processing steel and metal

Our standard services for local authorities include collecting ferrous and non-ferrous metals from municipal collection points or household recycling centres and then processing this material. The various treatment options at our modern facilities guarantee that the output has high purity levels – something that we are also increasingly achieving with composite materials. The best way, therefore, for our customers to maximise revenue from their material. We can also help towns and districts with their own processing facilities to get more out of their systems by placing the material straight onto the markets without using intermediaries.

How you benefit

- Simple & standardised collection systems
- Reliable & convenient collection services
- Transparent & prompt settlement
- Maximum material purity levels & corresponding payments
- Guaranteed payment
- Legal compliance (certified specialist waste management business (EfbV))
- Comprehensive compliance system

Optimising processes & providing comprehensive solutions

We are very happy to develop bespoke, full-service solutions for household recycling centres and municipal companies – including supplying containers, training staff and deploying equipment such as weighing and loading technology. Collaborating with the specialist companies within the REMONDIS Group, our main shareholder, we are also able to recycle all types of non-metal waste. Local authorities are, therefore, able to benefit from a wide range of individual services – and discuss all of these with just one contact person.

Demolition work, take-back schemes & logistics

We can tap into other sources of material by dismantling steel bridges, railway tracks and even wind turbines – hands on and from one source. Our municipal partners also benefit from our wide-ranging take-back schemes which can also be adapted to meet their needs. Alternatively, we can develop special solutions to ensure as many raw materials as possible are collected and returned for recycling.

Of course, we also offer the complex services needed for Europe-wide tenders. Moreover, we create concepts that ensure you always benefit – no matter how small the quantity of material may be



Steel and metal recycling helps local authorities to reach their climate goals: aluminium recycling reduces carbon emissions by 92%, copper recycling by 65% and steel recycling by 58% compared to production processes using primary raw materials

Source: Bureau of International Recycling



THE METAL BOX is the perfect solution for, for example, storing car number plates returned to vehicle registration centres

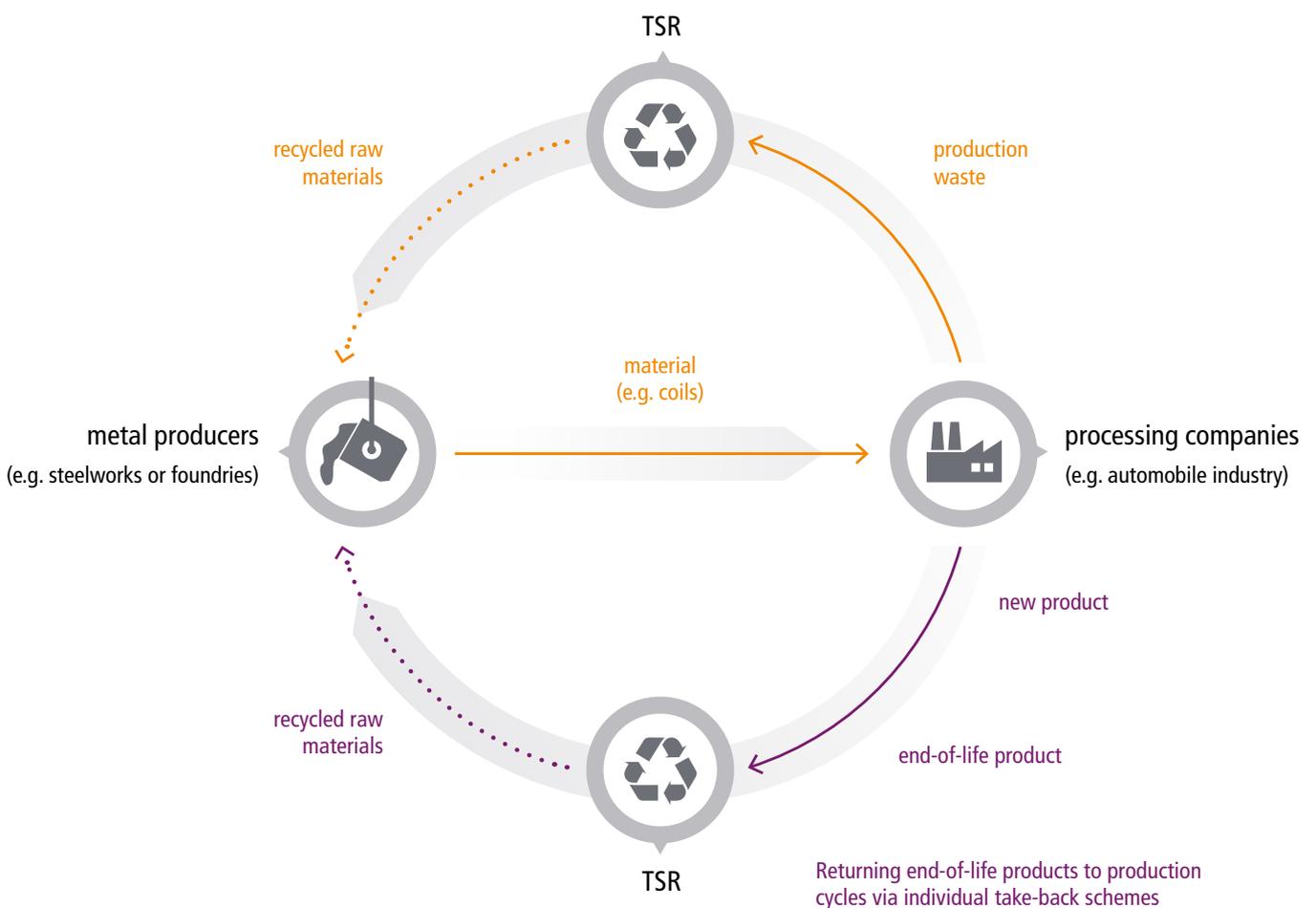
Turning ideas into smart systems. To close material life cycles

TSR is always looking at new ways to recover ferrous and non-ferrous metals so they can be returned to production cycles. Thanks to our innovative take-back schemes, for example, we supply manufacturers with raw materials that we have extracted from end-of-life products. Setting up solutions which all manufacturers can use is another way to make the very most of potential recycling opportunities.

From the scrap metal producer to the manufacturer: TSR take-back schemes

Each take-back scheme must be developed individually if it is to achieve the best results. The basic principle, however, is always the same: TSR collects the materials or end-of-life products from

the place they are generated and then recycles them. At the end of this process, we have created raw materials which can be returned to production cycles. As part of a producer-specific take-back scheme. Without suppliers and go-betweens. Without any loss in quality. Again and again and again.



An ideal set-up. For mixed materials as well

One of the greatest challenges faced by recyclers is processing products that are made up of a mixture of materials. TSR overcomes this problem by working together with its main shareholder REMONDIS and other specialist companies within the group: any composite parts that we are unable to separate from each other on site are sent on to one of the group's specialist facilities for further treatment. This guarantees that all materials, for which there is currently no recycling technology available, are always processed using the most environmentally sound methods.

A solution for all manufacturers:

THE METAL BOX

TSR also develops schemes that can be used by all producers so that as many metals as possible are recovered for recycling. THE METAL BOX scheme, for example, provides commercial, craftsmanship and production businesses as well as workshops with an easy way to have their ferrous and non-ferrous metals collected and recycled – and to help protect the environment and conserve natural resources.

> The challenge of recycling ELVs

Car manufacturers have to comply with some very stringent recycling regulations when it comes to taking back their end-of-life vehicles (ELVs). Being an Efb-certified company with professionally trained staff, TSR is in high demand as a shredder business as it knows and meets all legislation requirements. The goal here is to select individual material fractions, process them and then return them to production cycles. Thanks to our modern facilities, we are able to recover raw materials and even the smallest of metal parts from more and more composite materials.

The way the scheme works is truly simple: all waste ferrous and non-ferrous metals are put in the box that is supplied by TSR.

As part of the full-service package, the boxes are collected either on a regular basis or whenever the customer calls and the material weighed using a transparent system on site at the customers. The sorting and processing of the metals is then carried out by TSR. Our guarantee here: credit notes are issued quickly and our prices are always fair. A basic prerequisite for building up strong customer relationships.

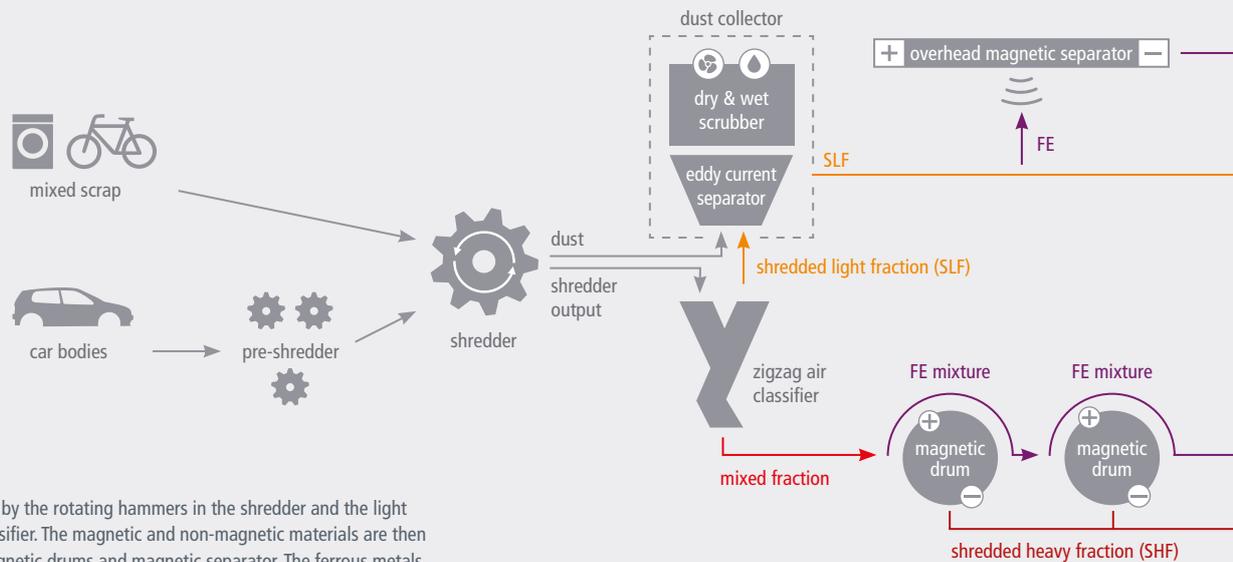


More recycled steel should be used to produce car bodies in order to drive sustainability – especially as there is absolutely no difference in quality between this steel and steel made from primary raw materials

High-performance technology. For the raw materials of today and tomorrow

Businesses that wish to recover valuable ferrous and non-ferrous metals from products must, of course, be able to process them. This not only requires extensive know-how but also highly specialised production plants, equipment and machines. TSR meets all these requirements enabling it to supply a wide range of recycled materials. These metals are of the same quality as primary raw materials – and have a much better carbon footprint.

From the end-of-life product to a raw material – our shredder process



The metals are torn into small pieces by the rotating hammers in the shredder and the light materials are removed by the air classifier. The magnetic and non-magnetic materials are then separated from each other in the magnetic drums and magnetic separator. The ferrous metals can be sent straight to the steel industry for re-use; further processing is not necessary. The non-ferrous metals in the non-magnetic shredded heavy and light fractions are separated from each other according to type using eddy current separators and sensor technology.

The right equipment for the right material



Shredder: ten shredders, including two large 6,000-horsepower shredders; recovery of raw materials according to type using diverse automated and manual stages



Every tonne of recycled steel reduces carbon emissions by the same amount – as well as 1,100 kilograms of iron ore, 630 kilograms of coal and 55 kilograms of lime

Source: Bureau of International Recycling

Our FE and non-FE raw materials



Steel: incl. old/new lightweight/heavy-duty scrap metal, shredded scrap, cooling pellets, turnings, bales, DSD material



Foundry scrap: incl. light/medium scrap, machine castings, nodular cast iron, trimming & cupola scrap



Unclassified steel products: different grades – 2a to 4a



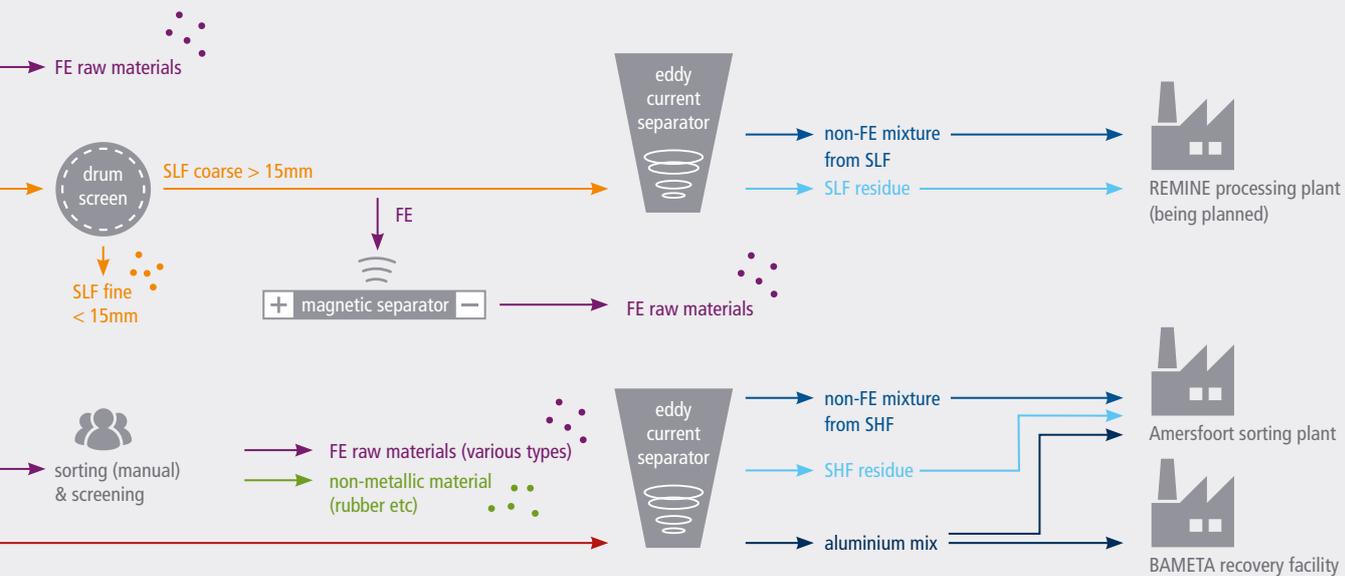
Light metals: aluminium (wire, desox aluminium, primary & secondary aluminium ingots)



Non-ferrous metals: zinc, copper, lead



Alloys: brass, bronze, stainless steel, castings



Shears: machines (up to 1,400t cutting force) and excavators with hydraulic shears; for cutting up particularly large and heavy materials (e.g. railway tracks or rail wagons)



Balers: for compacting light-weight FE metals into standard-sized bales for steelworks; cuts freight costs & speeds up the charging process at steelworks



Crushers: for breaking up very large pieces of material (castings, pig iron) by dropping a steel ball onto the material from a great height



Cutting mills: the cable sheaths are removed from the copper wire & the copper recovered

Ideas. Innovations. Responsibilities.

Our work for the future

Innovative ideas are needed to counteract the growing scarcity of natural resources. Our goal is to maximise the recovery of high quality raw materials to become ever further integrated into the supply chain. On behalf of the environment and in the interests of European legislation. TSR is already succeeding in providing the answers today for the questions of the tomorrow by carrying out research and development work, by collaborating closely with industrial businesses and by operating modern facilities – and is making an important contribution towards creating a sustainable recycling economy and curbing global warming.

Technical innovations:

State-of-the-art separation plants

An increasingly complex variety of materials and/or composite materials are being used nowadays to make products. Which means it is becoming increasingly difficult to cleanly separate the different substances from each other once the product reaches the end of its useful life. TSR has taken up this challenge and now has an exceptional position on the market thanks to its state-of-the-art facilities in Amersfoort and Buchloe: TSR is able to recycle metals and other materials from shredded heavy fractions and separate them cleanly according to type. By doing so, TSR ensures that the legal minimum recycling rates are reached, reduces the number of waste streams and manages resources more efficiently. A new plant – REMINE – is currently being planned that will be built in Brandenburg and will be able to process shredded light fractions containing metal and plastic.

Thinking about the end right from the start.

To develop all-encompassing solutions

TSR sees discarded products as being a valuable source of raw materials as these products can help to close material life cycles if they are recycled effectively. And, with the materials being used in modern products becoming ever more complex, recycling begins for us at the product development stage.

An example of this can be found in the automobile sector: we wish to work with car manufacturers as they develop their new vehicles so they can benefit from our know-how, ensure the stringent legislation requirements regarding ELVs are met, avoid downcycling and increase the value of the individual fractions. Moreover, we are looking into ways of recycling materials such as carbon fibre reinforced plastics (CFRP) which are already being used in production processes even though there are currently no systems in place to recycle them on an industrial scale. Our goal is to make sure that as many substances as possible can be sustainably recycled in the future so that high quality raw materials can be recovered and returned to production cycles.

Research & development at TSR

- We are active members of the main industry associations and organisations
- Being a well-respected recycling company, we participate in R&D projects
- TSR is playing an important role in the 'shredder campaign' work package as part of the study commissioned by the UBA (German Environment Agency) to look into the recycling of ELVs. The findings will be used as the basis for determining future recycling rates – proof, therefore, of our expertise in recycling end-of-life vehicles

If the highest possible rates of recycling are to be reached, then the most efficient technology must be in place and manufacturers and recyclers must collaborate closely with one another

We have joined trade associations as we wish to share our knowledge with other recycling companies – to conserve natural resources and protect the environment





From plant technology, to take-back schemes, all the way through to R&D collaboration work: innovative solutions and models are needed if natural resources are to be conserved and the environment protected

Amersfoort: recovering metals from shredded heavy fractions

Type of facility: a sorting facility for non-FE metals

Technology: inductive sensor-based sorting system with sorting conveyors, froth flotation, drum screens, eddy current separators, metal sensors as well as separators using magnetic, colour and X-ray technology

Input: shredded heavy fraction

Output: aluminium, VA steel, copper, brass, zinc & lead, plastics, wood, copper wire

Located in: Amersfoort (Netherlands)

Owner: TSR's subsidiary HKS

Commissioned in: 2007

BAMETA: recovering aluminium from light metals & composite materials

Type of facility: special facility for separating aluminium

Technology: shredding and state-of-the-art sensor based sorting technology, can be configured to meet specific requirements

Input: aluminium composites, sections and parts from the automobile industry, contaminated light FE metals

Output: aluminium alloys with and without copper sorted according to cast aluminium and rolled aluminium, plastics for materials recycling

Located in: Buchloe (Bavaria/Germany)

Owner: Bayerische Metallaufbereitung (BAMETA), a TSR affiliate

Commissioned in: 2013

REMINE: recovering metals and plastics from shredder residue

Type of facility: processing plant for waste containing metal and plastics

Technology: shredding technology, screens, air classifiers, magnets, eddy current separators, sorting units with colour and near-infrared cameras and X-ray transmission as well as metal detection, gravity separators, electronic separators

Input: shredder residue and residual material containing metal and plastics from other processing facilities

Output: plastic concentrate, metals, fuels

Located in: Brandenburg an der Havel (Germany)

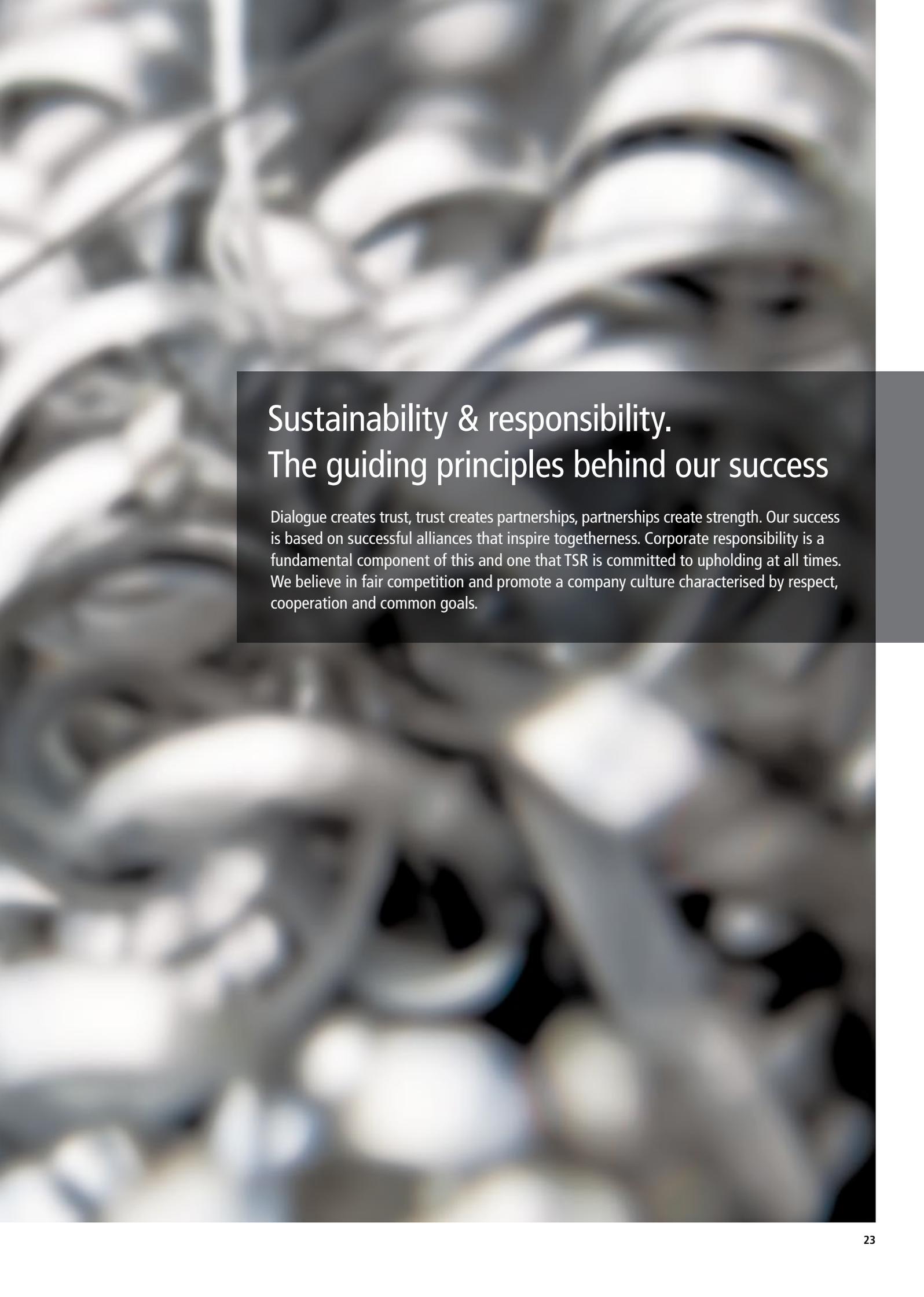
Owner: TSR's subsidiary REMINE

Commissioned in: the project is currently going through the approval process



TSR's vision is to recover an ever increasing number of materials (both quantity and type), return them to material life cycles and keep them there so that primary raw materials are conserved for future generations





Sustainability & responsibility. The guiding principles behind our success

Dialogue creates trust, trust creates partnerships, partnerships create strength. Our success is based on successful alliances that inspire togetherness. Corporate responsibility is a fundamental component of this and one that TSR is committed to upholding at all times. We believe in fair competition and promote a company culture characterised by respect, cooperation and common goals.

6,078,000t

Every year, we cut carbon emissions by more than five million tonnes ...



7,448,000t

... reduce consumption of our planet's precious iron ore by over six million tonnes ...



3,936,000t

... and save approx. three million tonnes of coal



These figures are based on the amount of ferrous and non-ferrous metals collected and recycled by the TSR Group in 2017



Making the most of recycling opportunities. To protect our climate & environment

Environmental protection and sustainability are at the very core of TSR's company philosophy. We accept and take on environmental, economic and social responsibility – at all times and across the whole of our operations. Our unwavering goal is to recover as many recyclable materials as possible, to reduce impact on our environment and to conserve primary raw materials.

A company culture based on reliable values

If a company is to be a success then it is essential that it creates partnerships founded on respect and trust. We are committed to the principles of corporate responsibility. Values such as integrity and trustworthiness are, therefore, two key cornerstones of our philosophy. We know that each and every person in the TSR Group acts according to the same rules and delivers what they promise, creating the basis for fair competition and responsible conduct.

Resource conservation & climate protection: global tasks for the future

It is a well-known fact that recycling is key to overcoming the challenges of our time. Every single year, the TSR Group conserves our planet's natural resources by recovering around seven million tonnes of iron, half a million tonnes of non-ferrous metals and an increasing amount of other recyclable substances around the globe so they can be returned to production cycles. At the same time, our recycled raw materials greatly reduce energy consumption – compared to primary raw materials – which in turn cuts emissions of carbon dioxide and other ozone-depleting greenhouse gases. Being an international company, we pass on our know-how to our subsidiaries and cooperation partners. By doing so, we help ensure that the highest possible recycling rates are also achieved in countries where the laws are less stringent and develop new ways to build a responsible future.



Recycling metals uses far less energy than producing metals from ore. All in all, the electricity we save every year is the equivalent of the annual requirements of more than 1.6 million three-person households
Source: these figures are based on the amount of steel, aluminium and copper collected and recycled by the TSR Group in 2017 as well as on data published by the 'BDEW' (Brochure: Household Electricity Consumption)

Certified quality

We also, of course, fulfil our responsibilities when it comes to handling residual and recyclable materials. TSR meets both in-house and external standards and conditions by operating quality, health & safety and environmental protection management systems. We are regularly issued with the following accreditations:

- ISO 9001 for quality management systems
- OHSAS 18001 health & safety management
- ISO 50001 energy management
- EfbV (specialist waste management business)

Our Sustainability Certificate for your company

Together with REMONDIS, TSR offers industrial, commercial and manufacturing businesses the world's first ever Sustainability Certificate – drawn up in accordance with DIN EN ISO 14040. It shows in detail how a company's recycling activities have a positive impact on the environment and on energy and resource consumption.

Companies that include our certificate in their environmental reports benefit from the positive impact it has on their customers, the general public and on tenders



On a level playing field. Open doors & flat hierarchies at TSR

Sustainability is also hugely important at TSR when it comes to personnel development. At our company, the focus of our attention is on our staff. One important element of our HR policy is to offer our employees a wide range of training and further training opportunities no matter what position they may have. Our company is well-known for being open and transparent and having flat hierarchies.

Once learned never forgotten

TSR trains its junior employees itself. Young people can start their career at our company by doing an apprenticeship, a joint degree course and apprenticeship or by joining our trainee programme. We believe it is extremely important that each and every employee gets to know about our company's different fields of business, our set-up and our daily operations. This not only increases their professional qualifications but also further strengthens their feeling of belonging and being part of the team. A basic prerequisite for following a philosophy of open doors and flat hierarchies, both of which can be found at our company.

It's the 'we' that counts

Responsibility towards employees is a fundamental premise of our day-to-day business. Priority is put on treating one another with respect and working together constructively in order to create an attractive and motivating environment for all members of staff. Another key component is providing support: holding meetings to review performance and give feedback is a matter of course at our company as is developing systematic qualification and development programmes to help employees make the very most of their skills.



Thanks to the flat hierarchies and employee motivation, ideas are heard across all levels of our company



TSR believes in sustainable personnel management and offers its staff bespoke training, further training and qualification measures to meet their individual needs

From apprentice to manager

TSR pursues a hands-on mentality. Following the motto 'roll up your sleeves and get on with it!', we make it possible for all employees to play an active role in our company. Nothing is impossible at TSR – especially when it has to do with moving up the career ladder. What is important here is a willingness to change and a high degree of creativity and flexibility as the recycling sector operates in a very dynamic market. As a result, we can create promising, long-term prospects for each individual employee, for our company, for our customers – and, above all, for our environment.



As our employees regularly take part in further training courses, they are able to give professional advice on environmental management, fulfil all legislation requirements and achieve the highest possible recycling rates



TSR

THE METAL COMPANY

The TSR Recycling GmbH & Co. KG is part of the REMONDIS Group, one of the world's largest recycling, service and water companies. The company group has branches and associated businesses in more than 30 countries across Europe, Africa, Asia and Australia. With over 32,000 employees, the group serves around 30 million people as well as many thousands of companies. The highest levels of quality. Working for the future.

TSR Recycling GmbH & Co. KG // Head office
Brunnenstr. 138 // 44536 Lünen // Germany
T +49 2306 106-3800 // F +49 2306 106-3790
info@tsr.eu // tsr.eu/en

A company of the REMONDIS Group