





Radical changes at ALBERT ZIEGLER GmbH & Co. KG

As a consequence of the anti trust proceedings against the four major manufacturers of fire fighting vehicles in Germany ZIEGLER is the only company so far which has removed its management involved in the case completely and has installed a new Board of Managers which has introduced strict compliance regulations as of now.



ZIEGLER self purifying process



§ Priorities in the self purifying process

1. Personnel consequences
 - Removal of the responsible persons from the company
 - Institution of a new board of managers
2. Comprehensive clearing up of the incidents
3. Indemnification for damages
4. Introduction of a sustainable compliance structure
 - Establishment of a compliance-committee
 - Introduction of compliance guidelines
 - Introduction of a code of ethics
 - Training programme for management and employees
 - Regular audits by independent compliance experts



Ziegler has removed all persons responsible for the infringements from the company

- In April 2011 Dr. Schildknecht left the company. Dr. Schildknecht was acting as the responsible managing director for sales in ZIEGLER since 2000.
- In April 2011 Mr. Hanning, sales director for the domestic market and also involved in the infringements also left the company. Mr. Hanning was working for ZIEGLER since 2003.
- All other persons responsible for the infringements and especially the sales managers active before 2004 had left the company earlier.

ZIEGLER pays attention in its personnel decisions that any such incidents cannot occur in future.



New Board of Managers

For the personnel recommencement ZIEGLER was able to win persons who had not worked for ZIEGLER before. So the consequences and the intransigence essential for the recommencement are guaranteed. The major task of the new people in charge is to clear up the occurrences of the past completely and to introduce an optimal compliance structure within ZIEGLER:

- As of April 2011 the shareholders have appointed Dipl.-Wirt.-Ing. Marc-René Faerber to the Managing Director of ZIEGLER. Mr. Faerber has long lasting and comprehensive experiences in restructuring and is chief compliance officer at ZIEGLER at the same time.
- The Board of Managers has mandated Mr. Philipp Thompson with the implementation of the compliance structure. Mr. Thompson has successfully introduced compliance structures in numerous companies before.



Indemnification of eventual damages

ZIEGLER supports its customers in the evaluation of possible damages. Damages due to infringements will be indemnified:

- ZIEGLER offers an open dialogue to all its customers and explains the economic basis of all offers which have been submitted by ZIEGLER.
- Immediately after the fine of the Federal Cartel Office ZIEGLER has informed its customers in writing and offered to give insight in all documents connected with offers submitted by ZIEGLER in the various public tenders.
- 15 customer of ZIEGLER have so far made use of this opportunity and their reactions were exquisitively positiv. None of those customers has found fault with ZIEGLER's performance with regards to prices or conditions after having seen the documents of the offers.



Implementation of a sustainable compliance structure

To avoid infringements especially concerning a fair and unbiased competition in future ZIEGLER is presently implementing a comprehensive and sustainable compliance structure. Besides the personnel decisions a clear allocation of responsibilities and the implementation of continuous reporting structures are among the various provisions.

In addition the following is part of the compliance structure:

- Establishment of a compliance committee;
- Introduction and updating of a compliance directive binding for the complete ZIEGLER group;
- Introduction and updating of a code of ethics for all ZIEGLER executives;
- Comprehensive training programme for all employees of the ZIEGLER group;
- Regular internal and external audits by independent experts in compliance.



Training programme

Together with the well reputed lawyer partnership Noer LLP has ZIEGLER developed a compliance training programme. This programme trains the understanding of the ZIEGLER employees especially concerning the requirements in terms of competition and penal law which have to be respected within their business activities. Regular repetitions will refresh the learned lessons. All ZIEGLER employees are obliged to participate in this programme. The timetable is as follows:

- 05. Mai 2011: Kick-Off Workshop for all members of the senior management of all departments (39 persons)
- 06. und 07. Juni 2011: full day compliance training (600 employees)
- Intensive training of the chief compliance officer and the committee
- One day events ("Lessons learned")
- Regular yearly repetitions



ZIEGLER: reliability in management and products



ZIEGLER Product range

Fire Hoses / Hose Care



Standard Vehicles



Equipment



Pumps / components



Special Vehicles



After Sales Service





Latest developments of ZIEGLER concerning ARFF which are fully supported by the new Board of Managers:

- **ICAO recommendations are far exceeded by the use of 43/52 tons GVW**
- **new concept on Titan chassis with up to 52 tons GVW successfully developed – followed by an order of 6 units from FRAPORT**
- **(military) proven technology of the MAN chassis (6x6 and 8x8)**
- **state of the art technology of the ZIEGLER superstructure**
- **worldwide net of service stations and repair facilities for chassis**



Extension of Z-Series – Z6 :

- **FLF Z6 80/125-15 + 250 P**
- Chassis: ZT 3670, all wheel drive 6x6
- Engine: Volvo-R-6-cylinder-Diesel-engine D16G EURO 5
 - output: 515 kW/700 HP
 - torque: 3.160 Nm
- Gearbox TWIN-DISC 6-gear automatic transmission
- Driver/crew Cab: ZIEGLER-ALPAS
- Superstructure: ALPAS - GFK
- Tanks: GFK
 - water: 12.500 l
 - foaming agent: 1.500 l



Brussels Airport



Extension of Z-Series – Z8:

- Engine output: 1.035 KW (1.400 PS)
EURO 5
- GVW: 48.000 kg
- Top speed: around 135 km/h
- Acceleration: 0-80 km/h in ca. 21 sec
- Water tank: 12.500 l
- Foam tank: 800 l
- Telescopic boom: 50 feet
- Bumper turret: 4.000 l/min
- steering of rear axle
- IR-driving camera on front bumper





Future outlooks:

- increasing demand für ARFF due to growing air traffic and many international projects on airport construction and extension
- New Large Aircrafts (NLAs) require special technology (Snuzzle, automated operation) for the fire departments to be able to master their challenges
- new and often small companies start building ARFF as they feel this could be an interesting market for new products, but consequences are rarely taken into account
- ZIEGLER's reaction:
we are striving to continuously develop our products, implement our experience and competence to serve our customers and keep our promise:

" ZIEGLER – we provide safety"



CTIF Airport Commission June 2011



Contact:

ALBERT ZIEGLER GmbH & Co. KG
Memminger Str. 28-32
D-89537 Giengen/Brenz
Germany

Phone: +49-7322-951-0
Fax: +49-7322-951-211
Website: www.ziegler.de
Mailto: export@ziegler.de

Bernhard Schmid, Product Manager ARFF Vehicles
Phone: +49-7322-951-145

Fabian Schmidt, Assistant Product Manager ARFF Vehicles
Phone: +49-7322-951-493

Philipp A. Thompson, Member of the Board of Managers
Phone: +49-7322-951-339



Thank you for your attention!

