

STAUB & CO. – SILBERMANN

The right chemistry creates strong bonds



We love change, and live by it

What's the best way to describe the evolution, essence and values of a chemical distribution company with a history of 160 years? How do you explain what motivates it at its core? The answer is simple: by asking the people who work there, from the managing director to the truck drivers.

The text of this brochure showcases their responses, thoughts and ideas. It represents hundreds of voices that have become one voice. And that is what "we" means.

Objectively speaking, one might say we are a modern chemical distribution company

supplying its customers with industrial and specialty chemicals. We guarantee absolute reliability of delivery dates while ensuring the highest quality. Furthermore, we offer a broad range of chemistry-related services.

**"The heart of our work
is always the 'we.'"**

Some people may think that's nothing special. But what makes us so extraordinary and sets us apart from others is not what we do, but how we do it. Because the heart of our work is always the "we."





The “we” makes all the difference.

Our corporate values



Passion



Intelligent
change



Respect



Sustainability

This not only refers to our work as a team at STAUB & CO. – SILBERMANN but also to the partnership with our long-standing customers and suppliers.

**"The foundation of what we do:
passion, intelligent change,
respect and sustainability."**

Since our industry is constantly undergoing change, we regularly examine this “we” and redefine what it means for us. In cooperation with our company’s management, and with the involvement of all the departments and locations, our employees have used this approach

to develop a contemporary set of principles that guide their work. Passion, intelligent change, respect and sustainability are the values upon which our day-to-day activities are based.

It’s wonderful to see how something as abstract as a set of principles can be filled with life through our work. Our values are becoming clearer for each of us day by day. To make them more vivid for you as well, as a customer, supplier, partner or friend of the company, we would like to use this brochure to show you what we do and how we think.

**"We’ means everyone at
STAUB & CO. – SILBERMANN."**



We don't let change catch us off guard. Instead, we are helping to shape it.

For more than a century and a half now, we have been thriving in a business that is continuously reinventing itself. The importance and use of chemical products have changed dramatically, and will continue to do so. In that sense, we could say that our only constant is change. So it is fortunate that, as a business in its fourth generation of family ownership, we have a clear set of values.

Anyone working in a dynamic industry will agree: dealing with change keeps you on your toes. It is essential not to be caught off guard by it but instead to recognize the changes at an early stage and shape them intelligently. This benefits everyone: our employees, our customers and our suppliers.

**"Our values keep us grounded.
We adhere to them persistently."**

For us, intelligent change means reflecting on our work, continually seeking to do better and creating space for promising investments. Everyone at STAUB & CO. – SILBERMANN must have the courage to depart from established habits and go against the flow from time to

time. Of course, this means the company must encourage creativity, empower employees to act on their own initiative, and foster a no-blame culture.

**"Change what needs to be changed.
And hold on to what's best."**

The personal responsibility and independence that we promote involves a large measure of decision-making latitude for each individual. This is the only way we can serve our customers as quickly, comprehensively and flexibly as they need. In order to provide that service, we always make sure to have the right people in the right positions.

Strictly speaking, we are the intermediary between supplier and customer. When the three parties involved in this relationship are perfectly in sync, the best possible outcome is ensured, delivering one outstanding solution after the other. That's also why many customers are always looking forward to their next meeting with us.

**"Change can also mean departing
from habits that we have grown
fond of, in order to improve."**





Change requires passion.

If we don't support change with every ounce of our being, we will achieve little. Passion drives us forward and has always been our company's biggest motivating force. Our aim is not simply to process customer orders. Rather, we want to be agile service providers who impress our customers with our ideas and expertise.



We pass on our knowledge from generation to generation

There are not that many companies still being run in the fourth generation of the same family. We are one of them, and are proud of it. Every generation has endeavored to grow the company for the future and successfully hand it down to their successors. This can only be accomplished by putting sustainability, security, long-term planning and forward-looking management at the top of the agenda instead of simply thinking from quarter to quarter.

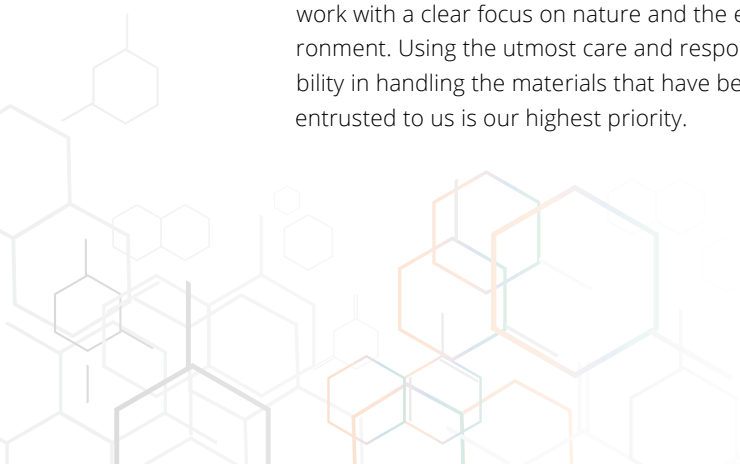
Sustainability should be an essential criterion for any chemical distribution company. We work with a clear focus on nature and the environment. Using the utmost care and responsibility in handling the materials that have been entrusted to us is our highest priority.

Our industrial facilities and locations are constantly being upgraded in conformity with state-of-the-art technology to ensure safety.

**"Solution-oriented thinking
sets us apart."**

But sustainability in management also means ensuring the availability of long-term jobs and apprenticeships in the region, concluding and upholding forward-looking agreements, and fostering a work environment in which employees are eager to take responsibility rather than make excuses.

**"Responsible conduct must be combined
with excellent qualifications and experience;
then everything is perfect."**





Safety and sustainability go hand in hand. We have established clear structures and processes that apply to everyone. This includes sharing appropriate information with the right people, and working methodically according to a plan. And the most important point of all is that our employees support one another, even across different departments.

The preventive measures we apply every day reduce the likelihood of errors in each process

step. One key building block of this quality management involves consistently digitizing business processes and logistics and making systematic use of SAP. Together with our efforts to attain the highest quality, this is an essential driver for the safety of our customers and employees, and thus for our common success.

**"When our customers are smiling,
the world is all right."**



Sustainability requires respect.

It requires respect for people and animals, nature and the environment, and for each new task and its possible consequences. Constructive criticism, respectful communication and recognition of others' work all contribute to the relaxed atmosphere that is so crucial for doing concentrated, safe work.



We look forward to products that don't yet exist

Our product range currently includes more than 11,000 items, practically everything from A to Z. If the year 2050 presents the need for rabbit acid or grapefruit acetate, we will take care of that, too. Promise! All it takes is confidence, persistence and a refusal to believe that anything is impossible.

Look around. Chemicals surround us everywhere. They are found in countless everyday

products, helping us lead healthy, pleasant and comfortable lives. That's why, at STAUB & CO. – SILBERMANN, we do everything we can to make sure our products are delivered on schedule and in the best possible quality.

"Our products are found in countless things that people use every day."

Our solids range includes all basic and specialty



chemicals available on the market. We also deliver the entire range of conventional products relating to acids and bases. If our customers are looking for special mixtures created specifically for their custom applications, we produce these in flexible package sizes at our modern filling facilities.

"Belief in yourself is the best preparation for any surprises."

If you are familiar with our industry, you know it's constantly changing. Sometimes at a record pace! The field of specialty chemicals, for example, has grown at a tremendous rate in recent years. We were well prepared for this change, and today we offer an extensive product portfolio for numerous industries and applications. Our customers benefit from our connections to

innovative manufacturers throughout the world and the high delivery reliability that results from direct access to nearly 50 locations. Furthermore, like all members of the STOCKMEIER Group, we obtain excellent terms through the bundling of volumes in the central purchasing department, and we pass along these savings to our customers.

A sense of partnership and common purpose operate on both the large and the small scale. Our regional presence means we are well acquainted with local needs and can deliver even small volumes at short notice. This allows us to realize sales for our suppliers that they themselves would not be able to tap into.

**"Nothing is impossible.
There is always a way."**

FROM **A** as in
alcohols
to **Z**
as in
zinc
oxide

alcohols
castor oil
cellulose thinners
citrates
cold cleaners
dipentene
esters of fatty acids
glycols
grease removal agents
hexanaphthene
hexanediol
isobutanol
linseed oil varnish
monostyrene
orange terpenes
petroleum
silicone oil
terpenes
thinner
turpentine
universal cold cleaner
white mineral oils
xylene
zinc oxide



Excerpt from
our product range
of over 11,000 items



For us, there's nothing old-fashioned about the word "service"

"Service" comes from the word "serve." For us, that means fully identifying with the needs of our customers so we can find the best solutions together. We are aided by our unbridled curiosity about everything that is different and unconventional. Over the years, this passion has helped us to develop a comprehensive service portfolio.

We are pleased that many customers not only acknowledge us as an absolutely reliable chemicals supplier but also make use of our services. We offer toll manufacturing, for example, in which our experienced professionals manufacture, process and fill a broad range of chemical preparations for the customer, including aqueous, solvent-based and powdered forms.

"'Nothing is impossible' is a popular saying around here."

We formulate special products for our customers as required for their purposes and support them in all aspects of analysis and documentation. Each step is documented in SAP, keeping the process transparent.

The nice thing about these special assignments is that they involve a give-and-take.

When customers face a special challenge and our teams put all their passion and creativity into the job, both sides benefit. The customers have one less problem, and we have one more reference. This raises the bar a bit higher. It's a lot of fun, and it motivates the team.

"Our desire to be better sets us apart from the competition."

Our thought process doesn't stop at delivery but extends far beyond. As a certified waste disposal company, we professionally recycle or dispose of chemicals after their use.

We consider all our certifications – ISO 9001, ISO 14001, ISO 50001 Responsible Care, HACCP, specialized firm in accordance with WHG (German Water Resources Act) and authorized economic operator (AEO-C status) – to be merely snapshots of our approach to quality.

They are not merely laurels that we rest on. Continuing to develop our quality management is our top priority. After all, it's change that gives us the opportunity to become better and better. "Through hard work and energy,

"Through hard work and energy, we first make sure our results are outstanding. Then we reap the benefits later."





At a glance STAUB & CO. – SILBERMANN in a nutshell



125,000 m²
operating area



Approx.
11,000 products



10,650 m³
tank capacity



210 employees



160 years
of success in the market



> 50 locations
in the STOCKMEIER Group
worldwide



30 trucks



4 generations
of company owners
Company founded in 1866



4 locations
in southern Germany



4 subsidiaries



1 common goal





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