



**Bals**

**Since 1957  
and  
in the future**





"With innovation and quality,  
we ensure good connections.  
Since 1957 and in the future."

Dear Reader,

**Simply. Well. Connected.** These three words get to the point of what drives us. Since 1957 – for nearly 70 years – the name Bals has stood for innovative CEE plug and socket systems. For premium quality and constant reliability "made in Germany". With our products, we satisfy the highest demands, even under adverse conditions. With an eye on the future and in line with our strategy, we have been developing components for charging systems for emobility for more than 25 years. As one of the largest providers, we thereby promote the establishment and expansion of climate-friendly mobility.

**The future needs a past.** In spite of all of the innovation and the international focus of our company, we are still aware of our roots and take care to preserve our down-to-earth nature. People are our focus. The entire team sees itself as a partner to our customers and to our suppliers from both within Germany and abroad, whereby the relationships are long-standing and have been shaped by respect and trust.

The preservation and protection of an intact natural environment is the basis of our existence. As an independent, family business, a resource-efficient production system that utilizes regenerative energies therefore has top priority. This maxim applies now and in the future in the interest of people and of the environment. With our current INNOLINQ series, we are for the first time producing industrial plugs and sockets without any lead content. These products are completely recyclable. Every year, we save approximately 500 tons of CO<sub>2</sub> in our plant in Freiwalde; the new plant in Kirchhudem-Würdinghausen for the emobility components is even CO<sub>2</sub> negative thanks to the photovoltaic system.

I hereby warmly invite you to get to know our company better on the following pages. Do you have further questions? We'd be happy to talk to you in person at any time.

A handwritten signature in blue ink, appearing to read 'W. Bals'.

**Wolfgang Bals**  
Managing Director



# Quality made in Germany for the global market

Quality that you can always trust: This is what the Bals brand has been known for, both in Germany and abroad for nearly 70 years. Our "made in Germany" products prove themselves around the world, in a wide variety of applications and under all conditions. The export rate in excess of 50 percent shows: our solutions are highly valued around the world. Our products are present on the market in more than 80 countries; our own subsidiaries and exclusive partners serve our customers directly in strategically important countries.

## Three plants – one goal

Three modern plants lay the foundation for deliverability at short notice and for a constantly high product quality. From the beginning the headquarters of our company is located in Kirchhundem-Albaum (North-Rhine-Westphalia). Product development, marketing and sales, as well as administration are located here. In addition, plug and socket systems and special products are manufactured. Our factory in Freiwalde (Brandenburg) has state-of-the-art production facilities for fully-automatic manufacturing of CEE plugs and sockets as well as our highly-effective logistics centre. The newly constructed plant in Kirchhundem-Würdinghausen produces system components for emobility infrastructure.



Headquarters and production  
Kirchhundem - Albaum (Germany)



Production for emobility Kirchhundem -  
Würdinghausen (Germany)



Bals Nederland in Haarlem near  
Amsterdam (Netherlands)



## We create good connections

As an independent, medium-sized, family-owned company, we produce standardised industrial plugs and sockets acc. to IEC 309 1-2 as well as plug and socket systems and distributors for the global market. Time and again, we set new technical standards with innovations and pioneering, partially patented new developments such as MULTI-GRIP or QUICK-CONNECT. The export rate in excess of 50 percent shows: our solutions are highly valued around the world. Our products are sold in more than 80 countries. Subsidiaries and exclusive partners in strategically important countries only sell our products.



## INNOLINQ

Our pioneering industrial plugs and sockets bring innovative technology, resource-friendly production and modern environmental standards down to a common denominator. INNOLINQ with QUICK-CONNECT is the modern, iF Design Award winning generation of industrial plugs and sockets – with no lead content and produced exclusively out of recyclable materials.

## VARIABOX

The innovative series of distributors that can do more: VARIABOX satisfies all requirements on a modern distributor housing and can be individually configured as required in five different sizes. With the S, M, L, XL and XXL versions as wall-mounted or mobile combination, you will always find the right distributor for your needs.



## eMOBILE

We put emobility in motion. Already in 1992, we presented a first charging station for cars with electric drive at the Hanover Trade Show – the e-filling station was then well ahead of its time. Since the 2000s, we have been producing charging systems for the emobility of today and tomorrow. We are one of the leading manufacturers of system components for the infrastructure of emobility.



## Customer proximity: You can rely on us

Always close to the customers. For us, this is no empty phrase but reality. We cultivate customer relationships on an equal footing that are based on competence and trust. You benefit from numerous added values, such as our high flexibility and fast response to even short-term requirements. Furthermore, our integrated production - from the product idea and design to tool making and production to the shipment of the products - is optimised for short processing paths and the fastest response times.



## People make the difference

More than 300 employees, who are dedicated and tightly connected to the company, have only one goal: To satisfy you, our customers, 100 percent. This applies to the highest of quality standards that we apply to our products and also for made-to-measure service and personal contact from person to person.



We take responsibility  
as an employer



We have been supporting cross country skier  
Melina Schöttes for a number of years already

## Our responsibility to people and the region

For us, sustainability also means assuming responsibility as an employer. We keep jobs safe, encourage the development of every individual and are loyal to our sites which we care for and continually develop over the long term. Thinking about the future is also important to us: For this reason, we create qualified training positions in a wide variety of professional areas each year.

We are closely connected to the regions in which we maintain locations and are involved civically, socially and athletically on many levels. This includes supporting numerous local events and clubs or sponsoring young talent from the world of sport.

# We are committed to sustainability - Since 1957

Reliable, down-to-earth and close to nature – these attributes characterize us at Bals. We know and love the regions where we are active and have our business locations. This is why we do everything to look after our natural environment and to preserve it for future generations.



We take responsibility for nature



Location Freiwalde: Our solar open space plant in the background

## Responsibility for people and nature

As a family-owned company, we have actively pursued the concept of sustainability since our foundation in 1957. We are firmly committed to UN Agenda 2030 and its 17 sustainable development goals. We align our business activities, our products, our manufacturing and our corporate environment towards this agenda. At Bals, all employees are conscious of the high responsibility for people and nature. All business divisions – design and development, procurement or production, sales and marketing – have to meet the highest environmental standards. We are aware of this responsibility every single day.

## Certified environmental management

Environmental awareness, responsibility and sustainability form integral components of our company culture. This is mirrored in our certification according to DIN EN ISO 14001, which was confirmed by the German technical inspection association TÜV NORD CERT GmbH in February 2023. All important activities concerned with active environmental management are included in this inspection and certification process. The standard consistently encourages aspects of corporate environmental protection. The successful certification confirms our sustainable actions and our commitment to meeting the concerns of environmental and climate protection.

## Resource-friendly production

Production that saves as many resources as possible and the continual enhancement of our ecological efficiency at all levels are a matter of course for us. To this end, we have established our own environmental management system that deals with all relevant aspects. Furthermore, the responsible, resource-friendly use of raw materials as well as energy-optimised production are as much a part of this self-commitment as the utilization of all the possibilities offered by recycling and reclamation systems.



# Sustainable power generation

With respect to the use of renewable energies, Bals is active in, among other locations, Freiwalde: The highly modern solar open space plant for sustainable power generation comprises 2,004 modules with a total size of 671.34 kWp and an impressive footprint of 10,000 square meters. 75 percent of the annual yield of approx. 700 MWh is used directly in our own production facilities – thereby reducing our annual carbon dioxide emissions by around 500 tonnes. In addition to this, we are taking many other steps to continuously optimise the CO<sub>2</sub> footprint of our company: These include the conversion of all areas to economical LED lighting systems, the use of energy-optimised machines and systems, the changeover to electric power for our fleet of vehicles, electric bikes for employees as well as many other measures.

In the future too, our focus will be on goals such as ecological efficiency and the continued reduction in emissions.



## Training at Bals

The training of young people is very important to us at Bals. The training opportunities in our company are as multifaceted and diverse as our products. We offer flat hierarchies, short decision paths and a personal atmosphere.

As an apprentice at Bals, many interesting perspectives open up for you. In addition to a sound theoretical training, we offer you the possibility of comprehensive support and individual development in the various apprenticeships, to gather a range of practical experiences and thereby lay the foundation for a successful future career.

Moreover, the acceptance rate of apprentices into the ranks of our staff is exceptionally high.

### In which trades do we offer apprenticeships?

- Industrial clerk
- Technical product designer
- Warehouse logistics specialist
- Tool mechanic
- Industrial electrician
- Cutting machine operator
- Electrician
- Process mechanic for plastic and rubber technology

### Internships

Are you not yet certain which occupation is really the best for you? Or you would like to increase your chances for an apprenticeship?

Then an internship is probably exactly what you need. Because without ever having had a glimpse behind the scenes of a number of interesting occupations, it is difficult to decide whether you would really like to complete your training there. Getting to see the daily workflows will help you make this decision.



As an apprentice at Bals, interesting perspectives open for you.



Discover the variety of possibilities that we offer you.



made  
in  
Germany



Simply. Well. Connected.

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