



# Welcome to Hawle

Pioneering Spirit Since 1948.

made for generations.

# The Revolutionary Idea.

It is 1948. Trained machinist Engelbert Hawle is sitting in his modestly equipped workshop, asking himself how to connect two pipes together.

The passionate inventor was already devoting his time to solving this problem while working at the Steyr factories during the Second World War. His job was to keep the water supply running. This simple question led to a revolutionary idea and the foundation of the company in the Austrian town of Vöcklabruck in 1948. The ground-breaking invention was the “spar flange” – a ring made of cast iron, which made it possible to connect two pipes together and seal them.

The years that followed produced many more milestones, as valves and fittings for water distribution were developed. The Hawle Austria Group remains a family-run company based in Austria, but is now active all over the world. We manufacture high-quality products that have distributed and controlled vital water supplies for decades, making an important contribution to ensuring a reliable water supply all over the world.

**Welcome to our world. Welcome to Hawle.**

**“If we do not make it,  
someone else will be making it  
in 5 years’ time”**

Engelbert Hawle in 1930









# Water Means Life.

Drinking water is the world's most precious resource. Even though the UN declared this vital element a human right in 2010, millions of people still do not have access to clean water.

People in highly developed nations, rarely wonder about the journey fresh water has taken before flowing from the tap into a glass. It is simply taken for granted, as a fact of life. The water has however, sometimes travelled a long way from the source before it reaches our homes and houses. Hidden from view, the water distribution network with its innovative valves and fittings secure the steady flow of water, transporting it everywhere it is needed. It does not matter if you live on top of a mountain, in a high-rise building or in the desert, the water network ensures the supply of water we all need to live.



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Our products play an active role in securing a reliable water supply, in water networks all over the world. It is also important to us to support initiatives that want the same thing. Such as Viva con Agua Austria. This organization is committed to giving people throughout the world access to clean drinking water and hygienic facilities, to greatly improve their quality of life. To provide effective, long-term support, we place special emphasis on imparting knowledge and changing associated behavior.

We will also keep focusing on something that is fundamental to every living thing on earth: **our water.**

# From the Source to the Home.

Our products are used in water infrastructure, which is why the highest standards of quality and longevity are so important.

## We Live and Breathe Quality.

At Hawle, quality is not just about the exceptional nature of the products themselves. For us, it means so much more –

- We set especially high standards for ourselves when it comes to ensuring that our customers are happy. It is not just about winning new customers, but also about providing them with the best possible support and thereby establishing long-term partnerships.
- Our quality starts with the recruitment of employees, and continues with the methods we use, as well as our innovations and the development and production of our products right up to the moment they are ready for series manufacturing.
- Hawle has more than 150 product certificates and around 300 material licenses in various countries. In order to ensure product quality, our testing department subjects the raw materials to extensive tests - starting as early as the development stage.
- All its processes and procedures have met the standards of the ISO 9001 quality management system since 1995. We also have ISO 14001 and 50001 management system certification to ensure that our environmental performance and energy consumption are continuously improved. These measures are essential parts of our company policy.
- Our production processes are designed to conserve resources so that we can reduce the environmental impact. We produce our products exclusively in Europe and obtain most of our raw materials from European countries. 99% of our plastic parts are produced in-house, while our primary raw material comes from our own foundry in Austria.

Find out more about quality without compromise at [hawle.com/en/hawle-quality](https://hawle.com/en/hawle-quality)







# An Intergenerational Conversation

*The managing directors of Hawle Beteiligungsgesellschaft m.b.H., Martin Kast and Michael Bassani sent out invitations to an “interview across the generations”. They chatted together with apprentices Viktoria Schwarz and Fabian Bachleitner about the Hawle Family past and present, and the meaning of the “Made for Generations” slogan. Dana Svoboda from the Hawle Group Marketing Team conducted the interview.*

**We start with a very general question: What does your typical working day look like?**

**Martin Kast (MK):**

I am usually one of the first in the office. The first port of call is always the kitchen – to get myself a coffee and empty the dishwasher. Perhaps not something you immediately associate with a Managing Director, but it’s all part of the job, as far as I’m concerned. It was how I was brought up. And then it’s all systems go: switch on the PC, check the diary, prepare for meetings. A typical day at work. There are always a few surprises, of course. Something you have not planned for usually happens every day – on a personal, financial, or sales level – different issues that are an essential part of successfully running a company. Life is certainly fascinating, entertaining, and exciting, and sometimes even highly emotional, especially in the run-up to Christmas.

**Viktoria Schwarz (VS):**

My normal working day varies quite a lot, depending on which department I’m in. But basically, I always go to the office in the morning, and am usually there until midday. There are various jobs for me to do as I undergo my training.

Lunchtime I am usually on reception, where I have duties to perform, and in the afternoon, I go back to my department. I have been working at Hawle for 2.5 years now, and apart from dispatch in Frankenmarkt, have tried my hand at everything. In total there are 13 departments for an apprentice to experience.

**Michael Bassani (MB):**

Once I am up and about, the first thing I do is look at the sales

reports. Then I go to work, deal with e-mails, read reports, work through various issues. I am someone who likes to discuss matters with my colleagues and explain things in person. If we are away from the office, my first stop in the company we are visiting is production. This is very important to me. You can see how things work straight away.

**Fabian Bachleitner (FB):**

My typical working day starts with my father dropping me off at Hawle on his way to work in the morning. Then I get changed, and when the bell rings at 6:35 a.m., we start off in Production and get our jobs for the day. I give some thought to the best way to organize things and get started – cutting material to size, putting in an order, programming the CNC milling machine.

**How would you explain to a three-year old exactly what it is that you do?**

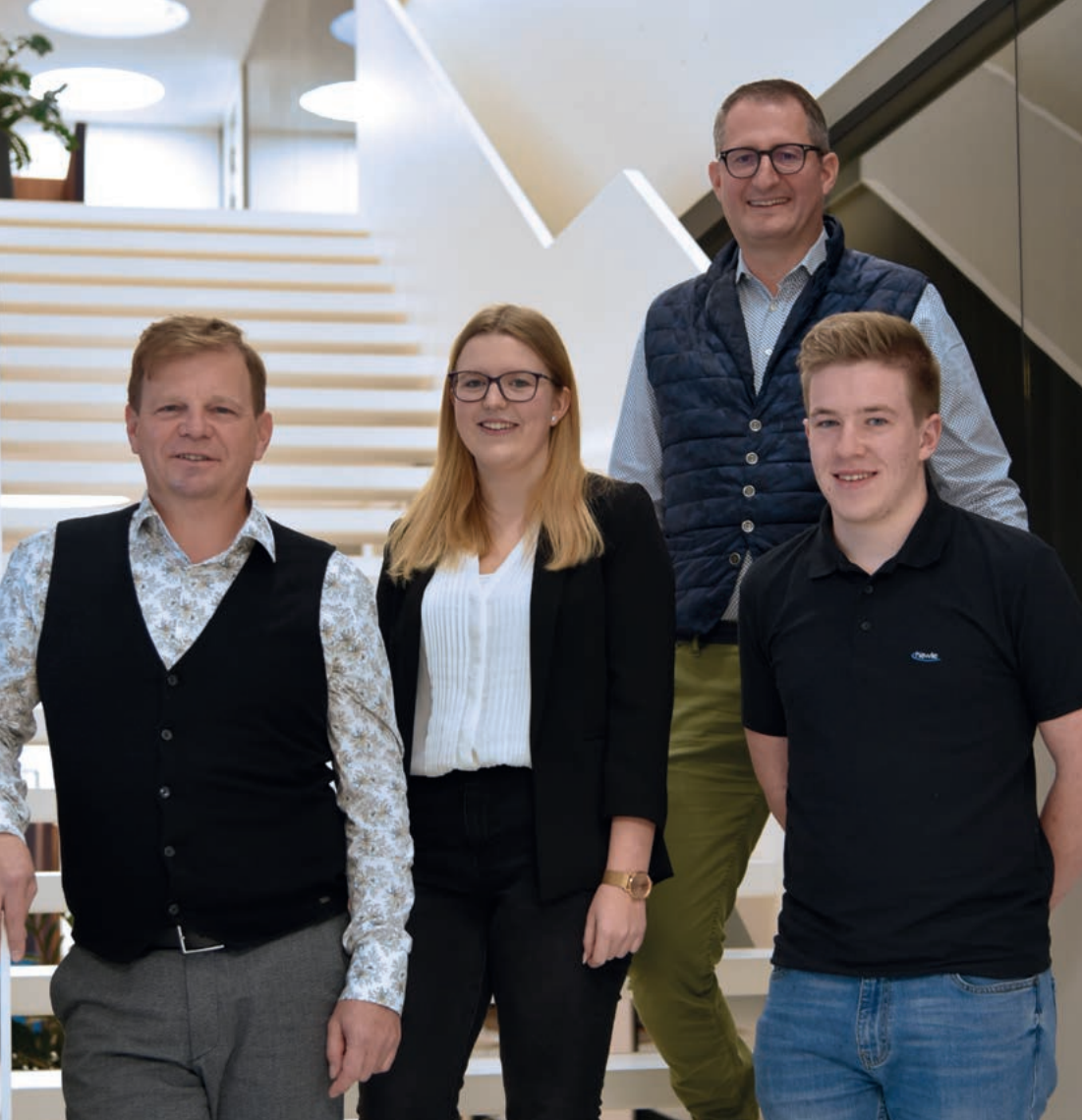
**MK:** I remember answering this question for my son when he was young: we provide the framework for our employees to ensure that we all pursue the same aim, and can achieve it together.

**VS:** I would say that Hawle makes virtually all the products you need to ensure that water comes out of the tap.

**MB:** Hawle makes connections and valves for water pipelines to be able to shut off when necessary. These products are used from the source to the house connections.

**FB:** If I had to explain to a three-year old what it is that I do at Hawle? I work with iron, to turn it into something we can use in subsequent manufacturing.





Martin Kast, Viktoria Schwarz,  
Michael Bassani and Fabian Bachleitner  
(from left to right)

**If you look back on the last few years or decades at Hawle, what is the best experience that immediately comes to mind? And overall, what is it you like best about Hawle?**

**MK:** I started working at Hawle in 1999. I was struck by a rather special experience that happened even before I'd started working for the company: my first visit to Hawle... I was really impressed by how the company was set up, and how it all worked. Great products, great people, great minds everywhere.

**VS:** I think that Hawle organizes fantastic trips and celebrations that always stick in my mind. The Christmas celebrations, for instance, and the company outings. And all the training with the rotation plan suits me down to the ground, because I get to see everything the company has to offer. It's also exciting.

**MB:** The first event that comes to mind at Hawle... I was still at school when I applied for a job at Hawle, and they said to me: "Yes, come along. We'll start you off in toolmaking." On my first day at work, they told me: "Toolmaking is a no-go, because unfortunately the two new apprentices we have taken on are doing toolmaking. You can start in the metalworking shop." So the metalworking shop was where it all began. (laughs)

**FB:** For me it is the excursions organized for the trainees, and getting to know the new apprentices. One time in Salzburg, we went to an Escape Room. That was cool. And Bubble Soccer. This happens once a year when the new trainees start work, so that we can get to know one another. That's the best bit about Hawle – the team spirit.

**When did you hear about Hawle for the first time, and what was your impression of the company right at the start?**

**VS:** You often heard the name mentioned. I knew about the company from driving past it. I was also familiar with the hydrants, although I didn't know that they went together. I discovered that fact in the third grade at secondary school, at the apprenticeship fair. I always had a positive impression. And I also knew people who worked at Hawle. I knew a few of the apprentices who started working here a year before me from my schooldays.

**FB:** I have a similar story. Somebody I know also trained here. He is actually still here and really enjoying it. When I was looking for an apprenticeship, he said that I ought to apply. I spent a week trying things out at the poly (editor's note: polytechnic school), and had a great time. I applied straight away, it suited me down to the ground.

**Which makes me the classic example, I suppose. We have a lot of family connections in the company and often talk about the Hawle Family.**

**How does it feel to be part of this Hawle Family?**

**VS:** You can't help being aware of the Hawle Family ethos. You notice that you are not just a number to the company. You also notice that Mr. Hawle visits the departments and addresses everyone by name. He also wants to get to know everyone in person, before they join the company. That's family for you.

**FB:** It's actually rather cool, because everyone says "good



morning” when you arrive, “enjoy your meal” when you eat, and “bye Fabian” when you leave for the day. As Vicki has already said, you are more than just a number here, and the atmosphere is really informal. Everyone is on first-name terms. The first time we were here, all the apprentices introduced themselves and straight-away they said we could call them by their first names.

**MB:** I have known the Hawle family for a relatively long time, because I came here regularly before I started working for them. My father had already worked here. Which means that I know some employees better than others, of course. Then I did an internship, and was away for a while. When I came back, it was an interesting feeling, returning to the family. And the family is always getting bigger. Sites are being added, whether in Austria, the Czech Republic, or in Russia, in Turkey, etc., – and it is gradually becoming an international family, you see it again and again.

**MK:** I would say that we are all one family, and that we have taken these values to heart and integrated them into our culture. We have organized things so that it is an important part of our strategy not to lose this culture and these values.

**Now we would like to take a quick look back to the past. Hawle is well-known for its pioneering spirit.**

**Engelbert Hawle was the first to invent the spar flange. This question is for the two managing directors: what does pioneering spirit mean to you?**

**MK:** There are always situations where you say that the status quo is simply not acceptable, it needs to be challenged and looked at with a critical eye. Certain functions are automatic when it comes to development, of course, but here too, some questioning is justified: is it right, could we do it differently, could just making a certain decision be the start of something. These are the questions

we ask ourselves every day, when we are trying to do something new or something different, or perhaps even something better.

**MB:** In my understanding, pioneering spirit means not having to reinvent how things are done all the time, but throughout a normal working day think about small improvements or potential changes such as does it have to be like this? Could we find a different solution? Engelbert Hawle invented the Spar Flange, which of course can be classed as clear pioneering spirit, even though back then there was not much structure for innovation. It was more about being a free thinker. Now that we have more structures, we have more processes in place as well. However, if we look at the past 20 years, we are definitely living the pioneering spirit every day.

**This is the Hawle vision: “Drinking water means life. Life means commitment. That’s why we provide the most reliable connections for drinking water supply around the world.” Hence our question: what actually is Hawle’s contribution?**

**MK:** We were certainly lucky being able to work with the medium of water. The sustainability aspect makes it perfect. It is consistent with our vision, how we manufacture our products, how we act. You only have to see that we produce the main raw material just 250 kilometers away from the main production sites and don’t send it all over the world. Even if we only compare ourselves to the competition, our carbon footprint looks awesome. Our green, sustainable approach means that we are already moving in the right direction.

**Now a question about the future: how will the world of work change even further in the next ten to twenty years? What are your expectations, aspirations, anxieties?**



**FB:** Well, I think that we will see increased digitalization and a lot more work being done by robots. So an ever smaller workforce, and the robots are just getting started. But for me, this is not just a threat, it also provides opportunities.

**MB:** You spoke before about how important it is to get a feel for the material. I don't believe that a machine can do this. In principle, it's about knowing how the processes work, and knowing what you will get at the end of the day.

**VS:** We are bound to see greater digitalization everywhere. Hardly anyone in the office will have pieces of paper lying about. But I also think that individuals will communicate a lot less – person to person. There will be a lot more online communication, of that I'm sure.

**Mr. Bassani, Mr. Kast, from today's perspective, what advice would you give your 18-year old self?**

**MB:** Be curious – if there is something new, try it out, to see if you can do it. Try to shape the process. If you don't do that, it will shape you, so to speak. So definitely try to do something that you enjoy. And if you get the opportunity, seize it, even if there is a risk that it won't turn out well. You will always end up learning something.

**MK:** Stay authentic. Make sure you keep a positive outlook. And be ready to do things even if you don't immediately see the point of them, as you can live and learn despite it all.

**We will have to phrase the question slightly differently, for you. If you had the opportunity to travel 30 years into the future, what questions would you ask your future self?**

**VS:** Well, I would like to know how I was doing professionally. I would also want to know whether I have a family, of course, what sort of personal life I have. Something that would also interest me... What has changed? What was my apprenticeship like and what is it like now?

**FB:** I would like my future me to tell me what the work situation is, where I am, whether perhaps I already have a family and am perhaps building a house. Whether I still have all my friends, and so on.

**And now the important final question for everyone: what does "Made for Generations." mean to you?**

**MK:** It really speaks for itself. Made for generations. The Hawle story is never-ending. And I have to say that it motivates us every day, as I said before. We've laid the groundwork.

**VS:** For me, it describes the longevity of the products and having a secure job.

**FB:** For me it is the products that are made for generations.

**MB:** It motivates me in everyday life. The decisions we make are focused on the future and should support this. Along with how the products have to look, what we require, as well as how we develop the sites, what we do, where we are going, or where we get an extra company, of course. All that is focused on the future. Just Made for Generations.



“The decisions we make are focused on the future and should support this.” (Michael Bassani)



“I am primarily interested in people.” (Martin Kast)

**Thank you for this interview across the generations!**

# We Are Pioneers.

The history of our company began in the forties, in a shed in Attnang-Puchheim in Upper Austria. Engelbert Hawle set up a plumbing business where one of his sons – Erwin Hawle – became an apprentice plumber. Work was always plentiful after the war: bathrooms and heating systems, but also pipes to be laid. The first Hawle invention was soon put to use: this was the Hawle spar flange. The story of success had begun.

**1948** Engelbert Hawle founds his Hawle company in the Austrian town of Vöcklabruck and invents the “spar flange” – a ring made of cast iron making it possible to connect pipes together and seal them.

**1958** Hawle invents the next revolutionary product: the world’s first resilient sealed valve, also called the “Vulkan valve”.

**1960 to 1990** The establishment of the first production plant in Vöcklabruck in 1948 is followed by the opening of a branch in Frankenmarkt in 1962. Numerous milestones are achieved in product development over the decades. In 1967, Engelbert Hawle and his sons Erwin Hawle and Heinz Engelbert Hawle divided the company among themselves: Erwin stays in Austria, while Heinz goes to Germany, and later to Switzerland. Now we call these three companies the Hawle Austria Group, the Hawle Germany Group, and the Hawle Switzerland Group (financially and structurally independent companies).

**1990 to 2000** Once the borders opened up in Eastern Europe, Hawle begins to gradually expand its business activities in this region, opening branches in the Czech Republic, Poland, and Slovakia. Work on product development also continues rapidly. Products such as “System 2000”, “System ZAK”, or the new generation of hydrants “H4”, conquer the markets.

**2000 to the present day** Hawle continues to pursue a strategy for dynamic growth, and establishes a large number of branches. An organizational restructuring follows in 2012: Hawle Beteiligungsgesellschaft m.b.H. with Hawle Holding GmbH as its parent company now contains almost all companies of the Hawle Austria Group, both in Austria and abroad, as one organizational unit.

## The story continues...

Hawle has developed a clear, long-term strategy for ensuring that the business stays successful in the future. After all, this family-run company knows just how important it is to fulfill its responsibilities towards its employees, customers, partners and suppliers. Hawle is taking active steps to tap into further growth areas in the water management sector and contribute to the technological developments that are revolutionizing the world.

People in Hawle live and strive for products to be:

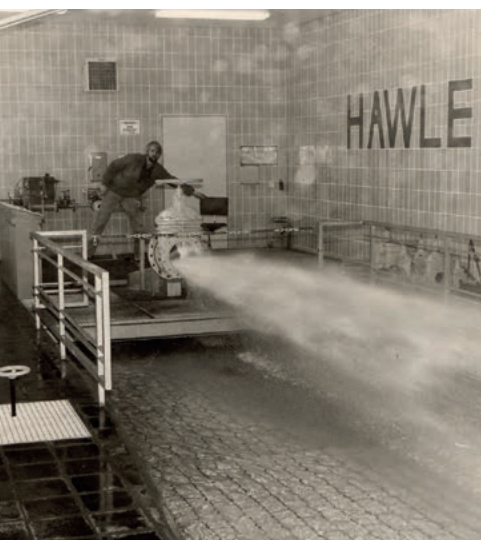
**Made for Generations.**





“My father was a man who knew how to help himself: the spar flange, one of his inventions, was born out of necessity when two size 200 pipes needed to be connected with no suitable materials to hand. He developed this solution further, creating a second company, which we set up directly next to the house where we lived in Vöcklabruck. At that time, the plumbing business provided the money for the development of pipe connections.”

*Erwin Hawle*



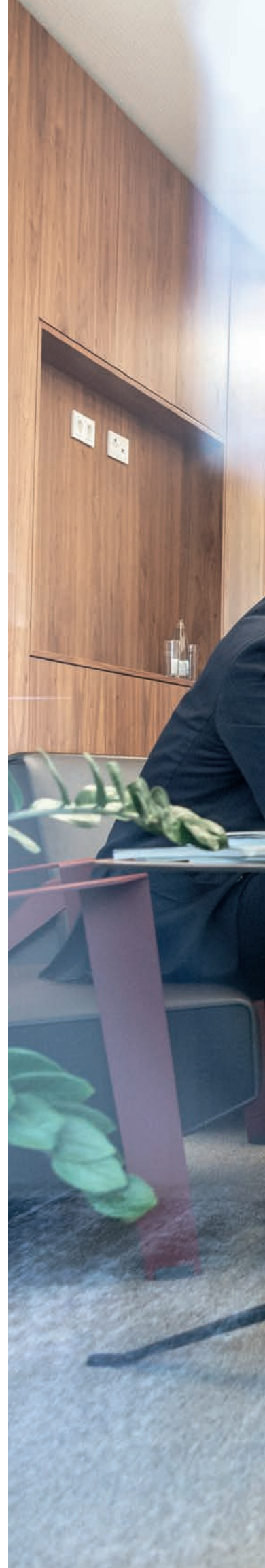
# Our Promise:

# Made for Generations

“Made for Generations” speaks volumes for our company’s attitude: the focus at Hawle is not on maximizing short-term profits, but on the ongoing success of the company.

Ever since it was founded in 1948, Hawle has always been in family ownership. This guarantees the kind of backing required for long-term planning and investment and also offers security for complicated development projects.

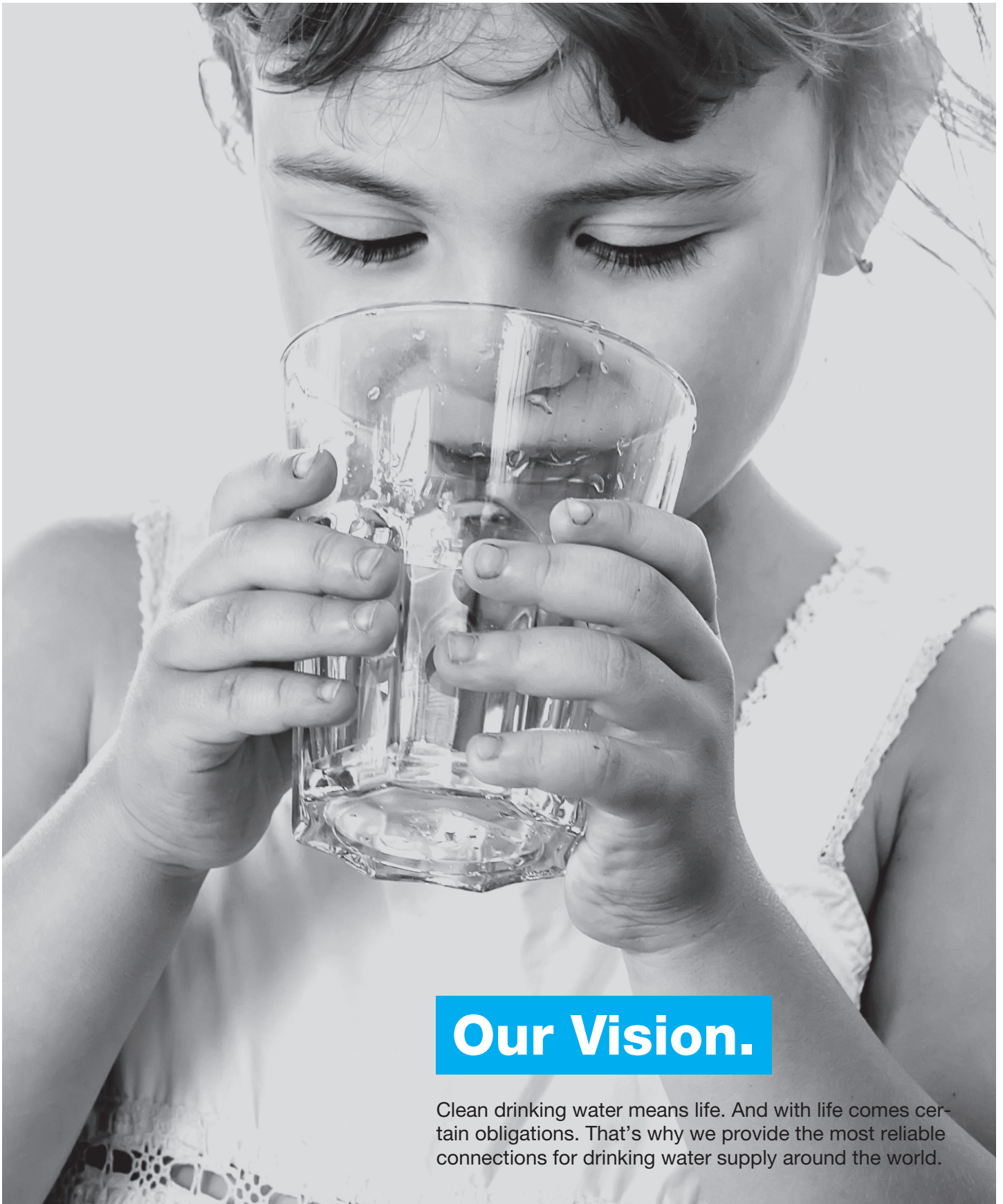
We aim to build long-term business relationships with our customers, partners, suppliers, and employees. It is not just about winning new customers, but also about providing them with the best possible support and thereby establishing long-term partnerships. As part of the Hawle family, each and every individual plays a part in the company’s success. Hawle encourages the personal and professional development of each of its employees so that together, we can evolve and grow. Our goal has always been to find the best possible solution for our customers.











## Our Vision.

Clean drinking water means life. And with life comes certain obligations. That's why we provide the most reliable connections for drinking water supply around the world.

## Our Mission.

With pioneering spirit, reliable products and solution-oriented teamwork, we are actively working to secure a reliable water supply all over the world.



# Our Values.



## Passion

Engelbert Hawle's greatest passion was to continue breaking new ground after coming up with his revolutionary idea. This drive to evolve is therefore in our DNA. A passion and enthusiasm for innovation can be found throughout the company to this day, and it spurs us on to innovate and develop new technologies and processes. Hawle does not plan on losing its curiosity – and its aim will always be to find the best solutions for its customers.



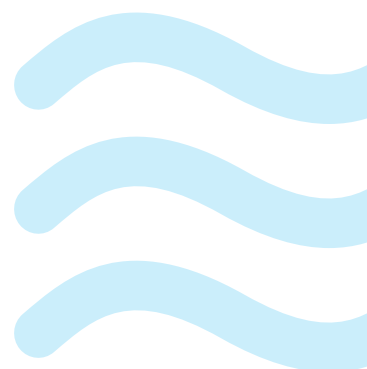
## Reliability

Water is a vital resource, which is why Hawle places the utmost importance on the reliability and functionality of its products. To us, reliability also means focusing on the future and acting responsibly in everything we do. For this reason, stable relationships with employees partners and customers are the basis of a culture of commitment that underpins the Hawle brand. Reliability also means financial stability and reliability of supply. We make sure that both of these are upheld through long-term relationships with and professional management of our suppliers, as well as by manufacturing a large number of parts in-house.



## Partnership

For this family-run company, partnership means putting people at the center of all we do. Hawle views the partners with which it cooperates as equals. Our corporate culture is built on respect, honesty, and a willingness to listen. We find the best solutions by working as a team.



# Digital Services

For an innovative company like us, developing and enhancing the digital product range for the drinking water supply is the obvious thing to do. Our focus is on the digital monitoring systems that help to protect our drinking water.

Development is guided by the benefit it brings to our customers, and we aim to provide user-friendly, innovative, and customized solutions:



## S.CAP

Smart, remote monitoring, so that hydrants are constantly checked. Intelligent electronics collect and record all activity at the hydrant. Water theft, contamination, and pollution of drinking water pipelines are kept well under control.

## Hawle.LIVE

Hawle.LIVE monitors water supply systems without costly control equipment. A simple installation is all it takes to define the water level, water meter console, flow rate, water pressure, and door contact. No software needs to be installed, the system raises the alarm if values fall below or rise above the settings.

## Hawle.MAP

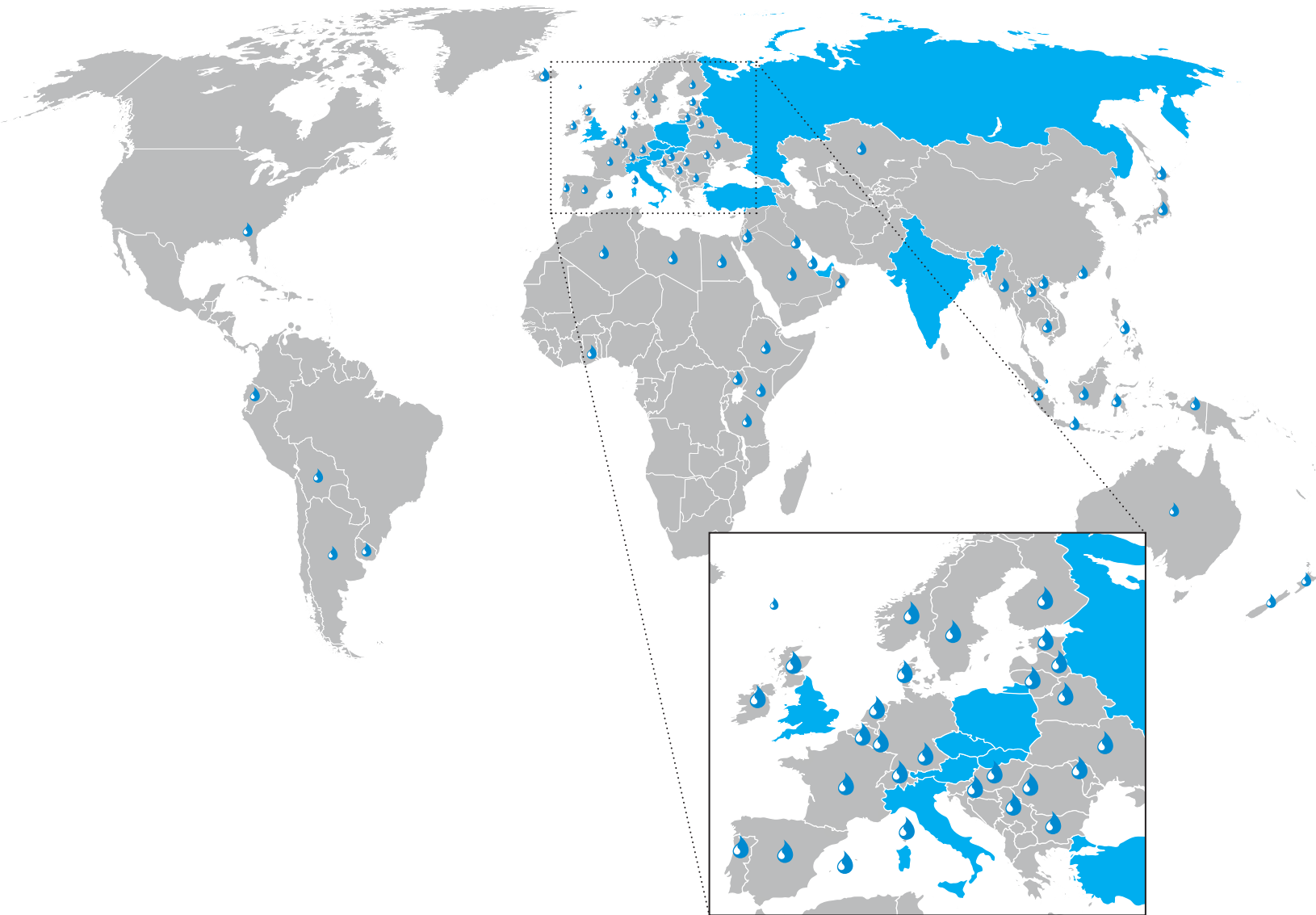
Being able to check the condition of hydrants without having to be there is just one function of Hawle.MAP. This innovative platform also includes all the information you need on the position of the hydrants, valves & control valves, as well as air release valve leakage reports. Important functions for firefighters such as navigation to the next hydrant are also integrated, and include information on pressure and extinguishing water output.






















# Active All Over The World.

Hawle Austria Group has 12 subsidiaries operating in Austria, the Czech Republic, Poland, Slovakia, Russia, Turkey, Italy, India, and the United Kingdom. We have used our cooperation with a wide range of partners to build up an international network – never losing sight of our goal of making a major contribution to supplying water all over the world.



## Hawle Austria Group Facts and Figures



-  **Hawle Austria Group**
-   Austria
  -   Czech Republic
  -   Poland
  -  Slovakia
  -   Russia
  -  United Arab Emirates
  -   Turkey
  -   Italy
  -  India
  -  United Kingdom

 **Partners**

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