Kühlmann Corporate Policy

Our corporate philosophy guides our corporate policy and our decisions.

We see combining environmentally conscious, social and economic action as a matter of course.

Sustainability is our choice

We pursue sustainable corporate development based on the three pillars of economic efficiency, the environment and social affairs. We base these actions on the Sustainable Development Goals (SDGs) of the UN and the limits of the planet.

Business

We became what we are today through our own efforts: a company run using both our hearts and our minds, whose employees bring joy and passion to their work and rediscover their love for culinary indulgence and 'their' products time and again. We are a great team who love their home and region and work together every day on a foundation of mutual trust, warmth and affection – the basis of a solid and fair partnership. Consistent economic success ensures the long-term independence of our family business and our shared livelihood.

Innovation

We are proud to be one of the leading producers of delicatessen products in Germany today. In addition to our core business of classic delicatessen salads and antipasti, we also develop new and delicious creations, innovative convenience products and holistic specialist and wholesale product ranges on an ongoing basis.
Furthermore, we provide reliable support as a partner to our customers when it comes to licensed brand management covering a period of many years. Our innovations shape new markets, which is how we continuously and repeatedly delight both retailers and consumers.

Customer focus

We work together with our customers as part of a transparent partnership. We always think and act with the interests of our customers in mind and are guided in our actions by what our consumers want.
The three business divisions employ the following strategies: Private Label: cost leadership and customer orientation; Brand: quality leadership and differentiation; Foodservice: quality and service leadership.

Quality

Our primary goal is the production of safe, authentic and legally compliant food of consistently high quality.

We have established our food safety management system and are committed to implementing, maintaining and continuously improving it.

Compliance with the highest standards of hygiene, safety and quality, as well as food law requirements, is just as important and self-evident to us as the use of the best ingredients and careful processing of our raw materials. And although we do, of course, use many machines and technical quality instruments, we do not rely exclusively on them.
Our food safety culture describes the concepts and measures we use. It is based on the pillars of communication, training, feedback and performance measurement.

We guarantee the highest levels of quality and product safety with passion and state-of-the-art technology.

Decisive action is our strength

Only if we continuously review and improve ourselves at the highest level, recognise mistakes and learn from them can we meet our own performance standards, as well as those of our customers.

We are committed to complying with applicable legal requirements, laws, international standards of conduct and other requirements in all areas of the company.

We put our heart, body and soul into everything we do. We are open to change and strive for continuous improvement.

Environment

We are committed to protection of the environment, nature and the climate in our business activities.

We undertake to make careful use of production-relevant resources such as raw materials, water, energy and air.

Climate

We are committed to reducing our carbon footprint and are investing in clean-energy technologies to this end. We work together with research and technology in the field of clean energy.

Energy

We will review, evaluate and improve processes and activities in terms of their energy efficiency on an ongoing basis. Energy-efficiency and energy-saving measures are planned and implemented by the Energy team, with the support of all employees. The results are recorded, analysed and evaluated at regular intervals.

The involvement of all employees and suppliers is essential for the implementation of the energy policy. With that in mind, employees are regularly informed about the status of the energy policy, receive training on it and are involved in its implementation. In addition, we ensure that relevant information is available to our employees at all times.

Our energy policy applies equally to all areas and procedures, as well as procurement processes and design-related activities in the company within the limits of the energy balance, in order to ensure continuous improvement of energy-related performance.

Water

We use drinking water carefully and take measures to reduce our waste water in order to protect the environment.

Animal welfare

We are proud to be able to offer our customers products made with raw materials from sustainable production (including MSC/ASC, KAT, organic/eco-friendly).

Social affairs

Employees are our most valuable asset

We put our faith in quality – that not only applies to our products, but especially to our employees. Quality that represents both an appreciative, personal approach to our employees and supporting each member of our 'Kühlmann family' in their individual development.

We know that our success is determined by people who work with us to repeatedly develop new ideas and solutions for our customers and who also act sustainably.

Each person is important to us. A climate of trust and mutual appreciation strengthens our emotional connection with each other and motivates us to be personally committed to what we do. The central aim in this regard is to continuously increase employee satisfaction.

It goes without saying that a good start for our trainees is close to our hearts, which is why we are fully committed to training in different areas. By facilitating and financing continuous training, we create valuable foundations to maintain our high standards of quality.

The management has an open door for every employee at all times, because at Kühlmann we are open to ideas, without which the tangible pioneering spirit within the company would not exist. We judge ideas based on whether they are good, not on who submitted them.

It is with good reason that more than 600 permanent employees now work for Heinrich Kühlmann GmbH. Some of them can even look back on 40 successful years with the company.

That speaks for itself. And for us.
We are a team!