Dear Members & Friends,

Welcome to the fourth and last edition of the German-Australian Business News for this year.
In this issue, we want to give our readers an insight into different forms of Industry & Research Collaboration, by showcasing inspiring examples from different members of the German-Australian Chamber.

The UNSW and Monash University contribute interesting articles from the sector of scientific research and collaboration. UNSW demonstrates their intensification of research in the field of electrochemical energy storage systems and the establishment of a joint international research centre together with the internationally renowned Fraunhofer Institute, while Monash University presents their cooperation with Bosch in the AgTech sector.

Education and cognitive abilities, however, start to develop long before the period of academic education. FROEBEL showcases, how they encourage the development of these abilities at their early learning centres, by implementing inquiry-based STEM (science, technology, engineering and mathematics) exploration in early childhood settings. Their “Little Scientists” program also features collaborations with partners from the industry.

In the “view from abroad” section, the AHK Philippines gives an insight into how the educational system of their country has changed over the past years and how globally operating companies, like Porsche or Continental, established their own vocational training centres to train current and future employees.

We hope you enjoy reading this diverse edition and we hope that you will keep reading our magazine in 2020. Please don’t hesitate to contact us for feedback or if you would like to contribute an article to one of our future German-Australian Business News editions.

Yours sincerely,
Alexandra Voss
Executive Director
German-Australian Chamber of Industry and Commerce

Multi-Billion Dollar Land Capability Project Progresses to the Next Stage

Joint Media Release | Senator The Hon Linda Reynolds CSC, Minister for Defence

The Morrison Government’s multi-billion dollar investment to replace Army’s current fleet of mobility and reconnaissance vehicles is taking another significant step forward, with Hanwha Defense Australia and Rheinmetall Defence Australia invited to participate in the next stage of evaluation.

The LAND 400 Phase 3 Program will replace the M113 Armoured Personnel Carriers providing the Army with an advanced, world-class Infantry Fighting Vehicle capability.

Minister for Defence, Senator the Hon Linda Reynolds CSC said the Morrison Government is investing in the best possible capability to meet the current and emerging threats of our changing geostrategic environment.

“These advanced vehicles will provide new levels of protection, firepower, mobility and enhanced communications,” Minister Reynolds said. “This project will deliver Australia a brand-new, cutting edge capability. But we will also ensure we are well placed to work together with industry, to grow and develop the capability throughout its life.

“When fully delivered the LAND 400 Program will allow the Army to successfully sustain mounted close combat operations against emerging and future threats, as part of an integrated Australian Defence Force.

“I thank all tenderers for their significant effort and the resources invested in supporting Phase 3 of this project.”

Minister for Defence Industry, the Hon Melissa Price MP said the LAND 400 Phase 3 program provides an exciting opportunity for Australian industry to contribute to building and maintaining these new Infantry Fighting Vehicles.

“Just as with the Phase 2 Combat Reconnaissance Vehicles, Australian industry involvement and Australian workers are vital to this project,” Minister Price said. “Phase 3 is another important opportunity for Australian industry to deliver leading-edge technology for our Australian Defence Force.

“During the testing-phase Defence will work with the shortlisted tenderers to ensure small and medium enterprises across Australia have the opportunity to showcase their capabilities.

“The two companies have been assessed as offering vehicles that are best able to meet the requirements of the Army while providing value for money for Defence.

“However, if at any stage of this process there is a need, Defence can invite other tenderers to participate in the shortlist – to make sure we deliver the capability we need to the Army and the best value for the Australian taxpayer.”

The Risk Mitigation Activity will commence later this year. Following its completion, Defence will undertake a final detailed evaluation of the shortlisted tenders.

A decision on the preferred tenderer to supply the Phase 3 capability will be presented to the Government for consideration in 2022.


UPCOMING EVENTS

Events range from workshops & seminars to roundtable discussions, receptions, to large-scale conferences. Some events are open to the public, while others are only accessible for members. Our speakers include top-level industry experts, leading government representatives and inspiring thought leaders.

18 Oct
Ambassador’s Gala Dinner, Sydney

24–25 Oct
BHP Olympic Dam mine site visit, South Australia

30 Oct
European Defence Primes in QLD – Opportunities for QLD Businesses, Queensland

14 Nov
Cruise with the Europeans, Sydney

19 Nov
AICD – Directors Role and Responsibilities Subsidiary companies and intercultural governance course, Melbourne
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The natural choice for German businesses in Australia since 1941

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Please contact Michael Kersch or Steven Zabeti for a confidential discussion on +61 2 8226 1655 or email szabeti@accrusyd.com.au
The German-Australian Chamber is playing an active role in deepening the German-Australian economic relationship, as recently demonstrated also during our Delegation to Germany, where the first-ever meeting of the Australia Germany Joint Economic Committee took place at the Federal Ministry for Economic Affairs and Energy co-chaired by Peter Altmaier, Federal Minister for Economic Affairs and Energy, and Mathias Cormann, Australia’s Minister for Finance and Vice-President of the Executive Council. This was just one of the discussion highlights during the very packed days in Germany that we organised in collaboration with the European Australian Business Council.

Our discussions in Germany covered a variety of topics such as digitalisation, skills, regional developments and global trade. However, a key topic was constantly the opportunities arising from the Australia-EU Free Trade Agreement (FTA). The FTA negotiations had their fourth negotiation round from 1-5 July in Brussels and the draft list of Geographical Indications (GIs) of 36 spirit names and 172 agricultural and other foodstuff names were published in August by the Australian Department of Foreign Affairs and Trade (DFAT) for public consultations until November.

This is important progress in the FTA process. It has become clear, that the EU side will agree to an FTA with Australia only if Australia protects European GIs here. On the other hand, it has also been clear that Australia protecting European GIs will allow Australia to benefit from greater agricultural products access in Europe. I think that the FTA negotiations are currently overshadowed by the debate over GIs in Australia and Australian agricultural product access in Europe. At the same time, there is good progress on the other important aspects of the negotiations such as the Chapter for Small and Medium-Sized Companies, the removal of non-tariff trade barriers and, to a degree, in regards to recognition of standards. We will continue to advocate for a comprehensive agreement on those and our other priority issues in our ongoing dialogue with DFAT and relevant State and Federal politicians, including during our upcoming Canberra Delegation in October 2019 with Trade Minister Simon Birmingham and during our delegations in 2020.

The Chamber’s Policy Advisory Committee is supporting this work and we have been able to raise several other trade barriers with stakeholders. Especially in the current global environment of slowing growth and increasing trade barriers between some major economies it is important to continue our work to advocate for the removal of unnecessary barriers and the benefits of open trade and investment. The strong support and the expertise from our members are crucial in this and please get in touch if you want to discuss our work in this area or if you encounter a trade barrier that the Chamber could address.

Written by Dr Michael Zettinig,
German-Australian Chamber
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German and Australian Business Culture – How It Can Benefit You and Your Business

On Wednesday, 21 August the German-Australian Chamber of Industry and Commerce, together with Joanne Fisher, Managing Partner at Fisher Management Consulting, held a workshop on German and Australian business culture. The workshop, sold out weeks before, was a great success and left attendees with lots to think about when interacting with different cultures in their personal and professional life.

Attendees arrived at 9 am for freshly brewed coffee and morning tea at our member Wilkhahn Asia Pacific in Surry Hills, who offered to host the workshop in their beautiful showroom space. The furniture on display triggered quite some discussion among attendees before the workshop commenced in the boardroom. After some introductory words by AHK, Marc Von Briel, Managing Director at Wilkhahn Asia Pacific, welcomed the attendees and invited them to feel right at home before handing over to the workshop presenter Joanne Fisher. After a quick introduction round, Joanne shared her journey on how she found a deeper understanding of the richness of culture. A little quiz about Germany and Australia intended to warm up the attendees and created some debate and laughs when it came to the question of which country is consuming more beer per year – the answer might have surprised one or the other attendee…!

Moving on, the workshop discussed amongst others cultural awareness, differences between national and business culture and the danger of stereotyping, which enabled the attendees to discuss and share their experiences with Joanne and each other. One very important point Joanne raised during the workshop was the fact that culture is not only what we see, but to an even greater extent what we don’t necessarily see. It’s based on values, beliefs and experiences that we grow up with and that influence our behaviour and thinking. Further, Joanne pointed out an interesting fact: people tend to overestimate their ability to be culturally aware. To achieve actual cultural awareness, one must merge into another culture, take part in it, interact with locals and always keep an open mind. The workshop ended with an interactive group work session before a light lunch was offered to everyone. We would like to thank Joanne Fisher for sharing her knowledge with the workshop attendees. Further, we thank Marc Von Briel and Wilkhahn Asia Pacific for hosting the workshop at their showroom.

Written by Eva Kosinski, German-Australian Chamber

Ambassador’s Gala Dinner
2019

proudly supported by HSBC Australia

18 October
Amora Hotel Jamison
Sydney
6:30 pm – 11:30 pm

Register via:
ambassadorsgala.floktu.com
The German-Australian Chamber organised another high-level Delegation to Germany at the end of June. For the first time, we jointly organise this Delegation with the European Australian Business Council (EABC) as part of their annual European mission.

The high-level Delegation of over 40 participants included Federal Finance Minister, Senator Mathias Cormann, former NSW Premier, Nick Greiner and Austrade CEO, Dr Stephanie Fahey. The German-Australian Chamber part of the Delegation was chaired by Chairman of our Board, Jeff Connolly.

The program over four days was packed with high-level political and economic discussions as well as exchanges with German business leaders from a variety of businesses from SME-size to a global corporation. There were several highlights in the program, including the first meeting of the newly established Australia-Germany Joint Economic Committee at the Federal Ministry for Economic Affairs and Energy under co-chairs German Minister Peter Altmaier and Australian Minister Mathias Cormann with over 50 individual businesses as well as business organisations represented in the discussion of how best to deepen the bilateral economic relationship.

A very special occasion in Frankfurt has been the participation of the German-Australian Chamber Delegation in the Ambassador’s Dinner, organised by our close partner the German Australian Business Council, and with Australian Finance Minister Mathias Cormann as the keynote speaker. This evening in a wonderful atmosphere allowed the Delegation participants to network with guests from all over Germany who had one thing in common – a strong business link to Australia.

I want to thank our partners at this complex delegation, especially Australian Ambassador to Germany H.E. Lynette Wood and her team at the Australian Embassy Berlin, EABC, Siemens, Konrad Adenauer Stiftung, the German Australian Business Council, Austrade Frankfurt and our various hosts and participants for highly engaging and successful Delegation activities in Germany.

Written by Dr Michael Zettinig, German-Australian Chamber
Email: michael.zettinig@germany.org.au
YEF Discussion & Networking

After a series of YEF Stammtisch in Sydney over the last couple of months, we thought we spice it up a bit and introduced a slight change in our YEF program: YEF Discussion & Networking. Following Melbourne’s concept of merging the YEF Stammtisch with a topical component not only attracted a great crowd but also proved to be a huge success!

In Sydney at The Bavarian on Wednesday, 10 July and Melbourne at the ICH on Wednesday, 14 August more than 20 attendees met to learn from Dr Ivonne Ranisch (DBA), founder of Octalo Negotiation, tips on how to improve their negotiation skills by applying valuable techniques for a successful outcome. From the beginning, Ivonne had her audience’s full attention. With some introductory questions, she created laughs and intrigued the attendees who, from the first moment on, could relate to the personal and business scenarios Ivonne was drawing for them.

Following the presentation, Ivonne had also prepared some role play scenarios for our Young Executives. Imagine you are an Event Manager at the German-Australian Chamber and you regularly organise a get-together for about 20 people... Sound familiar? One can say that Ivonne’s role plays were quite close to real-life scenarios. With these role plays Ivonne allowed our attendees to dive into a negotiation situation, to think about the right arguments and most importantly, find a deal that satisfies both sides. While many groups reached an agreement, not all groups were that successful. This allowed Ivonne to show on a first-hand example of how negotiation also can go wrong and where the group stagnated and why.

All in all, this mini-workshop was a great success and attracted a lot of interest among our young executives. With valuable tips and more insight into the art of negotiation, our guests moved on to some drinks, snacks and pizza specials to network further until late.

Written by Eva Kosinski, German-Australian Chamber

MAILING-LIST
YOUNG EXECUTIVE FORUM

To register, please send an email to Melbourne: eventsmel@germany.org.au or Sydney: eventssyd@germany.org.au. You will then be added to our YEF contact list and receive all invitations.
Christmas in July

The evening at the beautifully decorated Encore St Kilda Beach was accompanied by excellent food and music. The Chamber’s Executive Director Alexandra Voss opened the evening by welcoming the 70 guests and thanking the Supporting Partners and In-Kind Partners of the evening. She then handed over the stage to Soli Duo, a soulful acoustic duo setting the mood for a festive Christmas dinner.

After two scrumptious courses, another special surprise awaited – the Christmas raffle. Each guest found a hand-crafted gingerbread at their seat, with a number for the draw. The lucky winners took home a beautiful Faber Castell fountain pen (for getting a head start on those Christmas cards!), a bottle of champagne provided by Polyglot Group, a gift voucher for Gewürzhaus spices, and a gingerbread gift box, kindly donated by Adri’s Gingerbread.

But our winners weren’t the only ones going home with some goodies. Our sponsors Polyglot Group, Dr Oetker Queen and Gewürzhaus made sure that everyone who attended received an individual gift with goodies such as vanilla bean paste, spice rub, a luggage tag, and chocolates, accompanied by a hand-made and hand-decorated gingerbread.

After dessert, the weird and wonderful Christmas props came out, allowing guests to have an early Christmas picture taken. Our Christmas-themed photo booth, courtesy of Francine Schaepper Photography, was very popular with the guests.

Melbourne, 24 July

Melbourne winter certainly didn’t disappoint, with temperatures cold enough to hug a mug of Glühwein (mulled wine) at this year’s Christmas in July dinner. Our traditional annual Chamber celebration on July 24 offered an ideal, festive backdrop for members and friends of the Chamber to catch up.
Brisbane, 18 July

Albeit Brisbane could not compete with Melbourne temperature-wise, the Queensland Chapter managed to achieve an equally cosy Christmas in July celebration at the Munich Brauhaus at Brisbane’s Southbank.

Around 50 guests were greeted with a complimentary glass of Glühwein (mulled wine) before they received a delicious, classic German three course menu. During the dinner, Dr Michael Zettinig, Director – Events and Governmental Affairs at the German-Australian Chamber presented a brief update of the latest developments and activities of the Chamber with regard to bilateral trade and investment relationships.

With raffles, Christmas cakes and other little surprises our attendees enjoyed a slice of Germany without the airfare right in the heart of Brisbane.

The German-Australian Chamber of Industry and Commerce would like to thank all guests for attending our dinners in Melbourne and Brisbane, and of course all our generous event partners for making the events a great success!

Supporting Partners
Dr. Oetker Queen, Polyglot Group and Stiebel Eltron

In-kind Partners
Adri’s Gingerbread, Faber Castell, Gewürzhaus, Pearly Sprinkles, Polyglot Group

Written by Ulrike Andresen-Nikolai & Eva Kosinski, German-Australian Chamber

For more photos visit flickr.com/photos/ahk-australia/
On a beautiful warm winter’s day in August on Sydney Harbour, a large and appreciative crowd gathered at the Hyatt Regency for lunch with the NSW Premier, Gladys Berejiklian. The German-Australian Chamber of Industry and Commerce teamed up with other Sydney based chambers of industry and event sponsor Optus Business to invite the Premier to the event.

The Premier addressed the 600 strong crowds about the strength of the NSW economy and used the opportunity to encourage the many countries represented in the room to invest in NSW. She emphasised the importance of her state’s AAA credit rating because it is one of the very few state governments in the world to hold it. Her address also promoted the new opportunities for the foreign investment made possible by the construction of Sydney’s second airport in Badgery’s Creek.

She was clearly looking forward to her upcoming trip (11- 16 August) to the UK and Germany where she will focus on trade and investment and specifically the opportunities for investment as a result of the new airport. She emphasised the NSW-Germany relationship a number of times during her speech and remarked upon the importance of Germany as a gateway to Europe for Australia after Brexit.

After the Premier’s prepared speech she answered questions from Sky News Business Editor, Ticky Fullerton, in a fireside-style chat (without the fire due to 22-degree weather). The Premier was gracious and adept at handling some difficult questions from Ms Fullerton and from the audience. The Premier offered to follow up with the Latin-American based chambers to establish a formal dialogue between them and her government about two-way investment opportunities.

The German – Australian Chamber staff attending the lunch took the opportunity to establish a personal dialogue with the Premier and her Chief of Staff who attended the event and to offer the Chamber’s support and assistance for her trip to Germany where required.

The German-Australian Chamber would like to thank the participants from member companies for their active involvement and acknowledge its partners in bringing together this important event: The American Chamber, the Australia-Israel Chamber of Commerce, the Australia-Brazil Chamber of Commerce, the French–Australian Chamber of Commerce, the Italian Chamber of Commerce and Industry, the Spanish-Australian Chamber of Commerce, the Australia-Latin America Business Council and the Australia-Peru Chamber of Commerce.

Written by Kerrie Thornton,
German-Australian Chamber
Employee Retention in the Era of Millennials

Our workshop, held on August 7 at the International Chamber House in Melbourne, focused on Employee Retention in the era of millennials. We heard from four different presenters about different measures for the recruiting process and improving staff retention.

Jan Marden from Standard Candle HR stressed the importance of not stereotyping millennials. This group is very confident, and displays a growth mindset – something employers should have in mind when hiring millennials. People of this generation are often curious and are interested in training programs. These don’t always need to be instructional, but can be more formalised ‘learning on the job’. Jan gave some very valuable tips on how a company can use its social media presence not just to engage with clients, but also to present itself as an attractive place to work.

Kitty Chen, HR Advisor at Polyglot Group, gave some important insights on culture-focused interviews and stay interviews. We learned about the difference between functional fit and cultural fit. Kitty stressed the importance of defining your company culture and being transparent about your values during the recruiting process.

Jessie Pitts, Diversity & Inclusion Manager at PwC, presented a fascinating case study about a huge shift at PwC towards diversity, inclusion, and flexibility at work, and the positive impact this has had on employees, including programs like All Roles Flex. Millennials make up around 70% of the workforce at PwC, and understanding their expectations is paramount.

The workshop finished with a presentation from Aytunc Tezay, Managing Director at LeasePLUS Group, outlining the measurable benefits of offering novated leasing and salary packaging to employees (not just millennials), at no cost to the employer.

We heard very different perspectives on the day, and hope that this has given our attendees some creative ideas on shaping their recruitment process. We thank all our speakers, and of course the attendees, for taking time out of their busy schedules to attend our workshop.

Written by Ulrike Andresen-Nikolai, German-Australian Chamber

Invitation - Industry Conference

Beauty and Household Care Industry Conference in cooperation with SBS

29 October 2019
Melbourne
The August industry forum of the Queensland Chapter focussed on Medical Technologies. Over 70 people attended this evening event to share their expertise and insight on challenges and opportunities in the rapidly changing Medtech industry.

After the opening of Hon Cameron Dick MP, Queensland Minister for State Development, Manufacturing, Infrastructure and Planning, Prof. Michael Schuetz took the stage. The practising orthopaedic surgeon and research leader in the field of trauma care and orthopaedic trauma research co-moderated the forum with Clare Blain, CEO of Life Sciences Queensland. Together they led through the evening with high-profile presentations.

The start made Clare Blain with a comprehensive overview of the Medtech industry in Queensland and Australia. Prof. Roebi Frigg (Chairman of 41Medical) gave detailed insight into the challenges and opportunities for the future of the Medtech industry. The final speech from Thomas Samyn (Director Product Management Implant Systems of KLS Martin) provided a glance into the future of Medtech in 2030 with particular regard to AI and Smart Devices. A lively panel discussion with distinguished participants in the medical field concluded the programme.

The event highlighted the challenges of the new European Medical Device Regulation (MDR), which will come into effect 2020. Many Medtech companies, locally as well as overseas, are not prepared to meet the new regulations in time due to the number of costly processes. On the other hand, opportunities have been identified by joining forces across borders, to support each other in research and development.

We wish to express our heartfelt thanks to Prof Michael Schuetz for his initiative and invaluable engagement. We extend our thanks to the Queensland Government and their continued support. A special thanks to all members, participants and guests who made this event highly successful.

Written by Michaela John, Queensland Chapter, German-Australian Chamber
Agriculture 4.0 – Linking Start-Ups to Global Corporations

On September 3, 2019, we welcomed members and guest of the chamber to our Luncheon Forum on Agriculture 4.0, kindly hosted by our Premium Partner EY. Tina Thoms, Membership Director, welcomed the over 70 guests on behalf of the German Chamber.

Tina thanked not only EY and our principal partner Bayer, but also Honorary Consul Michael Pearce for his continuous support of the chamber. Tina then handed over to Rolf Drohn, Director Tax Policy Centre and German Business Network Leader at EY, who is also a board member of the chamber. In his opening remarks, Rolf outlined how digital agriculture will transform every aspect of the agricultural value chain as well as the way farmers farm. We then heard from Malia Forner, partner at EY for government and investment incentives, about the importance of seizing this age of disruption through collaboration. EY plays a big part in incubating start-ups to support Australia’s bold vision of raising the farmgate output to 100 billion dollars by 2030.

Malia then handed over to the moderator, Karen Caston, Senior Investment Specialist Agribusiness and Food at Austrade. Karen introduced the topic by outlining that Agriculture 4.0 is the next stage in the agricultural life cycle, featuring biotechnology, smart farming, ‘precision for decision’ agriculture, robotics, sensing technology, Internet of Things (IoT) connectivity, biosecurity and food quality surveillance. She acknowledged the role of the German government in promoting the development of Industry 4.0. Before introducing the panellists, Karen explained that technologies of Agriculture 4.0 will make the Australian agricultural sector more profitable, efficient, safe and environmentally friendly while meeting the needs of increasingly savvy consumers.

On the panel were Joerg Ellmanns, Chairman and Managing Director at Bayer Australia and New Zealand and Managing Director of Bayer CropScience, Sarah Nolet, founder of consultancy AgThentic and partner of Australian firm Tenacious Ventures as well as Peter Rindt, General Manager Business Development at Robert Bosch Australia.

Joerg, who joined Bayer over 30 years ago, explained the company’s history of innovation in agriculture, and how Bayer has connected with Australian research institutions. Bayer has been investing in Australian agriculture since the 1920s, mainly focusing on adapting crop protection products to Australia. Since 1990, Bayer has been developing technology collaboratively, such as cotton and wheat breeding in collaboration with CSIRO and a GRDC partnership on new herbicides. Joerg also talked about the recent acquisition of Monsanto.

Peter Rindt summarised how Robert Bosch has also invested in agtech, both globally and here in Australia. Bosch is collaborating with various agricultural companies such as Hort Innovation, who are investing in Ag Robotics. He sees the future of farming in the use of technology and Artificial Intelligence, naming improved sensor technology as one example. Australia for him is the perfect testing ground because of the biodiversity and different climate zones found in the country. Sarah Nolet described the role of AgThentic as bringing together governments, start-up companies, and users, in this case, farmers. In her view, to improve the survival rate of start-ups, they need a better understanding of agriculture. AgThentic aims at facilitating communication between farmers and developers.

From Bayer’s perspective, Australia needs a more unified approach to regulating technologies to make Australia a more attractive space to invest. He would like Australia to send a clear message that it welcomes investment. Recently proposed reductions on R&D tax incentives are not helpful in a global environment, according to Joerg. Ideally, local ag-tech researchers would show a willingness and strong push to engage with global players.

When asked about the impact of consumer sentiment on technological development in agriculture and food production, Sarah and Joerg pointed out that in our modern society there is a fundamental misconception and lack of appreciation for food and its production. While the ‘beyond meat’ movement is finding its place in the market, Joerg believes that the story of food and farming needs to be told differently. Peter recognises a strong consumer-driven demand for fresh, nutritious and local food. A Q&A session concluded the event.

We wish to express our thanks to Bayer for their initiative and engagement, and to the moderator and panellists for their invaluable contributions. We extend our thanks to EY for graciously hosting the event, and for their continued support. A special thanks to all members, participants, and guests who made this event highly successful.

Written by Ulrike Andresen-Nikolai,
German-Australian Chamber
Now and then, spring in Melbourne does deliver. Tuesday, September 10, was one of those rare occasions. Mostly sunny, no wind – perfect conditions for our 6th Annual Chamber and Allianz Golf Day at the Kingston Heath Golf Club in Cheltenham. With 14 teams out on the greens, the Golf Day 2019 was one of our biggest golfing events yet.

Kingston Heath Golf Club has hosted numerous national championships, including nine Australian Opens, two Australian Masters and the 2016 World Cup of Golf. The highly-rated course, which will host the men’s Australian Golf Championships 2020, provided the perfect backdrop for a day of networking and fun for our nearly 70 guests. Kingston Heath is currently ranked number 20 in the world and number 11 outside of the United States and is regarded as one of Australia’s finest golf courses.

At registration, every player received an exclusive Allianz golf shirt and event bag. Before the start of the game, the participants enjoyed a light lunch in the Kingston Heath bar area. After some networking, a group picture and team pictures were taken. At 12.30 pm, the teams then made their way to their starting holes.

To keep concentration levels high for the challenging course and different competitions, we made sure that our golfers were well hydrated and fed with snacks, kindly provided by the Hophaus beverage cart.

After a good five hours on the course, the teams and dinner guests started to head back to the clubhouse for pre-dinner drinks at 5.30 pm. Our hungry players then made their way to the beautiful dining room where, after a welcome by Alexandra Voss, our Executive Director, they enjoyed a delicious barbeque dinner. The teams had the chance to chat and review the successful day over food and drinks.

After dinner James Stack, CEO of Allianz Global Corporate & Specialty thanked the players for a great day and handed over to the Chamber for the long-awaited award ceremony. Like every year, the best three teams would receive a prize, as well as two winners who won the ‘longest drive’ and ‘closest to the pin’ competition, followed by a prize raffle.

Some great prizes were provided to the winners, thanks to our Platinum Sponsor Allianz, Hole Sponsor Audi, and Beverage Cart Sponsor Hophaus as well as Faber.

GOLF DAY WINNERS

1st Place
(prize sponsored by Allianz)
with a score of 56.75: Daniel Anderson (Linde Material Handling), Rolf Drohn (EY), Alicia Haesslein (Hall & Wilcox), and Josh Naffine (Linde Material Handling)

2nd Place
(prize sponsored by Audi)
with a score of 58.675: David Crawford (Qatar Airways), Gregg Fowler (Henning Harders), Toby Jarrett (Jarrett Manufacturing), and Max Torkar (Deutz Australia)

3rd Place
(prize sponsored by the German Chamber)
with a score of 58.875: Jonathan Allen (Aon), Alistair Burley (Aon), Stewart Jonson (Aon), and Scott Milligan (Allianz Global Corporate & Specialty)
The winning team received a golf trophy and a $100 JB Hi-Fi voucher each, sponsored by Allianz. The second team took home a golf pack, sponsored by Audi. It included an exclusive golf ball gift box, a driver head cover, and a golf umbrella. The players of the third team were handed a set of Kingston Heath whiskey glasses.

While Chaz Doris won the closest-to-the-pin competition, he graciously passed on the amazing hamper and $200 dinner voucher his very own venue Hophaus had provided. We drew another winner, and Mark Hammerschlag from Moore Stephens was lucky enough to claim the prize.

The ‘longest drive’ competition was won by Oliver Ward from Marsh, who will be taking an Audi Q8 for a drive for a long weekend, together with some golf balls and a golf umbrella, provided by Audi Australia.

For those players who did not make it onto the winners’ podium, there was the chance to win more fantastic prizes in the raffle. The first prize went to Paul Close from Marsh. Paul took home the ‘perfect pencil’, kindly donated by Faber Castell. The second prize went to Sara Walker from Hophaus – a selection of amazing wines provided by our Premium Partner Qatar Airways, while Jason Brown from CYP Design & Construction Joint Venture received two tickets to attend the AHK Ambassador’s Gala Dinner in Sydney on October 18.

We would like to thank all of our sponsors and Kingston Heath Golf Club for helping us make the 6th German-Australian Chamber & Allianz Golf Day such a big success. We would especially like to thank our main sponsor Allianz for their outstanding continued support over the last years. Our appreciation also extends to our hole sponsors Audi, Linde Material Handling, SNP Australia and UVEX for supporting the event, and for supplying our guests with fantastic goodies for our Allianz event bags. Another special ‘thank you’ goes out to our beverage cart sponsor Hophaus and our in-kind sponsors Qatar Airways and Faber Castell.

Thank you to everyone who attended, for the fantastic sportsmanship and friendly competition displayed on the greens, and to the wonderful staff at Kingston Heath Golf Club.

We hope to see you all next year!

Written by Ulrike Andresen-Nikolai, German-Australian Chamber
The German-Australian Chamber of Industry and Commerce has formed a new industry-research advisory committee to increase collaboration with the higher education and research sector.

Exclusively for members, the committee is similar to the Chamber’s existing policy advisory committee which has active engagement on trade and industry policy issues.

The new committee will meet twice a year to exchange insights and experiences on research, skills and education and to provide advice on relevant projects. It will also provide an important ongoing communication tool for the Chamber on all matters related to science, research and education.

The committee was formed officially in August after accepting expressions of interest from Chamber members. It will participate in research-related roundtable discussions organised by the German-Australian Chamber, the German Academic Exchange Service (DAAD) and the German General Consulate in Sydney.

The committee’s inaugural meeting will be held on 31 October at UNSW Sydney and will discuss the priorities and goals of the committee.

The first meeting will include a presentation from UNSW about Work Integrated Learning (WIL) to inform a discussion about the ways in which the Chamber’s member companies and universities can work together to prepare students with internships for the future job market. It will also include a presentation from QUT about the benefits for companies in forming a trusted innovation partnership with universities.

Written by Kerrie Thornton, German-Australian Chamber

The Chamber would like to thank the following founding members of the committee for their interest and time in joining the committee:

- SAP
- Schaeffler
- Eppendorf
- Lakeba Group
- Bayer
- ECOVIS Clark Jacobs
- Martin Luther Homes
- Octalon Negotiation
- Tenant CS
- Zeiss
- The Association of German Engineers
- The Goethe Institute
- Munich Mining & Industry Consulting
- Queensland University of Technology
- Sydney University Nano Institute
- Monash University
- The University of Queensland
- ANSTO
- UNSW Sydney
- QLD Department of Environment and Science
- German Consulate General Sydney
Lifelong Learning

HYDAC New Training Centre in Western Australia

Engineers are facing a whirlwind of change as technology and innovation continue to advance at a rapid pace. Additionally, demands from customers are also putting pressure on companies to adapt and evolve. For example, the fluid power industry is challenged to improve reliability, reduce the size and weight of components and system, and reduce the environmental impact of their work, amongst others. In order to stay competitive, fluid power companies must be open to the concept of lifelong learning for their staff and support them through continuous improvement.

HYDAC Australia has just opened a brand new training centre in Bayswater (Perth), Western Australia. The training centre has a capacity for 50 students, offering a range of Industry 4.0 ready courses from Digital Control Systems through to Predictive Analytics. These courses have local content that is relevant to our industries and local needs.

HYDAC ensures that its employees, service partners and the end-users have both the knowledge and the confidence they need to meet the increasing demands of their vocational endeavours. The goal is not simply to provide the industry with a few broad-stroked hydraulic courses but to separate and arrange the training into manageable learning blocks, which are centred on the very different sub-components found in modern systems.

As an example, ‘Maintain Hydraulics 2’ is among the courses provided. This is a three-day course that centres on the knowledge and skills necessary for understanding, troubleshooting and maintaining modern oil hydraulic systems. The majority of this course is based on practical exercises. This gives the individual a good understanding of the components themselves, and of their functions within a system. Throughout the exercises, students test components and evaluate the need for repair and then discuss repair possibilities, methods and actions. It also highlights the safe working methods, referring to industrial catalogues and standards.

HYDAC can also provide customised training solutions to organisations tailoring the courses based on company’s particular needs, as an example of that, recently HYDAC has developed a course for AGCO, a global leader in the design, manufacture and distribution of agricultural solutions. AGCO is an organisation that recognises the importance of continuous learning and they want to ensure that their employees and dealers have the knowledge to keep them ahead of the competition. The course has been structured around AGCO tractor circuits, Massey Ferguson and Fendt.

HYDAC also has specially built a very robust mobile hydraulic training rig that allows students to conduct practical training exercises onsite. The unit has all the necessary hydraulic components and incorporates storage compartments for the training resources needed in the classroom environment.

HYDAC Training Centre receives enrolments from students from all over the world, including China and Chile. This training is an opportunity not to be missed; the company has put together the best in terms of know-how and technology in supporting to its industry and community and they are honoured to be trusted by several world-class OEM’s across the country, such as Clark, Terex, Liebherr, Sandvik, JLG and many others. HYDAC’s training is not about its products, it’s about students competence, the understanding and confidence they will gain to apply their knowledge in a variety of contexts.

Written by Hydac Australia
Global food security is a complex problem in a volatile world with increasing extreme weather events, decreasing land and water quality, and an increasing population. Agriculture is currently the world’s least digitised industry and data insights alone can provide significant opportunities to increase food yield through more accurate picking and harvesting.

Global food supply challenges provide an opportunity for Australia to increase its agricultural commodity and service exports. Agriculture is predicted to be Australia’s next $100 billion industry, replacing mining as an economic driver. One of the key opportunities identified to develop this sector in Australia is the need to increase the successful translation of research into AgTech products. Australia has always had to deal with water scarcity and climate variability across the vast landscape making it an ideal test-bed for demonstrating new technologies, and European companies have already started collaborating in this field.

Monash University is not a traditional agricultural university nor will it try to be. However, the university is in a strong position to support next-generation agricultural technology development. As the sector becomes increasingly data-driven and automated, Monash’s research excellence across technology fields - particularly in sensing, robotics, machine learning, AI and data science - places it in a strong position to translate research outcomes into AgTech products. Monash is a global top 100 university with proven world-class interdisciplinary research and problem-solving capability to develop sustainable solutions.

Bosch is a leading global supplier of technology and services with a strategic interest in agriculture technology. It provides both engineering and manufacturing services and has invested directly in a local company, The Yield. President of Bosch Australia and Monash alumni Gavin Smith, stated that “Increasingly we see that there is no better place than Australia for AgTech innovation.”

Bosch is located only a 5-minute drive from Monash and yet the interaction between the two organisations has been sporadic and limited to small projects, despite many Bosch employees being Monash alumni. The AgTech LaunchPad development - a joint initiative to provide a pathway for collaboration on technology development - is a paradigm shift for Monash and Bosch. For the first time, they are collaborating strategically to co-create new revenue streams for both organisations. The AgTech LaunchPad is located at Bosch headquarters in the Monash Technology Precinct.

The Precinct - Victoria’s leading hub of employment & economic growth, currently supporting 13,000 businesses, 95,000 Victorian jobs and contributing nearly $10 billion to the Victorian economy each year. It is where students, researchers and industry collaborate, commercialise, and transform world-class research into tangible solutions that change the world for the better.

The AgTech LaunchPad has been established as an agile, flexible and smart testing facility to innovate and demonstrate next-generation agriculture technologies and support translation of relevant research in response to the growing challenges faced with global food security. It provides a dedicated trial site which is being used to develop and translate AgTech innovations and showcase new and emerging technology. It is testing the hypothesis that to drive successful research translation in an emerging industry, a bridging mechanism between academic research and industry development is required.

“Developing solutions to complex problems requires different perspectives and a partnership approach. Monash and Bosch are building the foundations for open innovation with the AgTech LaunchPad platform.” Professor Ken Sloan, Deputy Vice-Chancellor (Enterprise)

The facility is open for collaboration with other universities, research, industry and government partners. Its focus is on enabling research translation and extension across the key themes of Water Sensitivity and Sensing, as well as Increasing Productivity on farms. This aligns with Monash and Bosch’s key research and technology strengths as well as addressing complex issues compromising food security.

The key objectives of the AgTech LaunchPad are as follows:

• Provide a key step to translate research between lab and full-scale farm trial
• Refine prototypes on a small scale in a managed environment
• Facilitate interdisciplinary and multi-party collaborations
• Provide a demonstration platform for startups and scale-ups
• Create a talent pipeline from students to entrepreneurs who can work in this sector

To kick start activity on the LaunchPad, priming grant funding was made available to Monash researchers and Bosch technologists to extend research into a new field, test a prototype between lab and full-scale farm trial or demonstrate technology that has been developed through research before going out to market. There are a total of ten projects that are being deployed covering topics such
as robotic visioning to automate picking, edge computing to repel pest birds and machine learning of bee pollination behaviours.

Dr Christoph Rüdiger, a senior lecturer in Monash University’s Department of Civil Engineering has been appointed as the AgTech LaunchPad Director. He is supported by Professor Ros Gleadow, an eminent plant scientist, appointed as the Deputy Director to drive the research agenda. Having grown up around farms in Germany and France, Dr Rudiger was drawn back to the sector following his doctoral studies in water resources monitoring.

Dr Rüdiger is working closely with Bosch and the University of New England, as well as other partners in Europe, to improve on-farm monitoring capabilities which will be a game-changer for farmers, dramatically reducing the cost of measuring key variables at depth.

To ensure projects have the best chance of driving impact on farms, independent advisors have joined an expert panel from Monash and Bosch to advise on project prioritisation and relevance. AgriSci have been appointed as the Site Managers.

AgriSci Director Dr Cassandra Schefe is uniquely positioned to support project development and execution with a research background and having worked for many years across the agricultural sector. “It’s important to get the context right and make sure the technology being proposed is fit for purpose,” Dr Schefe said.

To find out more visit www.monash.edu/industry/agtech or email agtech@monash.edu.

Written by Monash University

“Access to water and vegetation sensing technologies provides farmers with the insight they need to make better decisions around how they use their resources,” Dr Rudiger said.

“As water scarcity increases this becomes increasingly important.”
R&D Collaboration - Knowledge Exchange and Partnerships with Germany

UNSW Sydney is delighted to join the Germany-Australia Business Chamber as a premium partner. UNSW is Australia’s leader for the combination of research quality and research impact according to the 2018 Excellence in Research for Australia (ERA) and Engagement & Impact (EI). UNSW inventions and technologies developed in partnership with industry include water membranes, solar cells, disposable contact lens, HIV drug treatments and in the future silicon quantum computing.

Total external research funding to UNSW sits at just under $400m per annum. 10% of this amount is sourced from industry partners, which is in line with global university benchmarks. 85% of the UNSW industry funding is tied to projects led by our Faculties of Engineering, Medicine and Science. The remainder is spread across our Humanities and Social Science faculties and UNSW Canberra, all of whom undertake extensive research with government partners.

UNSW is currently collaborating with the Fraunhofer Institute of Chemical Technology intending to enter a strategic partnership and alliance for electrochemical energy storage. We have active collaborations with Max Planck Institute, Volkswagen, Technical University of Munich and GmbH.

Some specific examples of our current portfolio of industry research projects with German partners include:

Fraunhofer Institute for Chemical Technology (ICT) and UNSW have been working together under an alliance since 2017 to intensify research activities in the field of electrochemical energy storage systems and to establish a joint international research centre for stationary energy storage (CENELEST) at UNSW in Sydney. This cooperation aims to strengthen the world-class expertise in redox flow batteries, and concurrently develop other types of batteries and fuel cells to cover the entire range of electrochemical energy storage needs. Through the exchange of already existing extensive knowledge, advanced modern equipment and research networks, topics can be tackled more efficiently through the alliance. Activities are continuously being developed through the exchange of researchers and students between institutions. This allows innovative research with additional topics on the economic operation of stationary energy storage solutions to be taken into account both in general and in connection with renewable energy networks. The industry also has access to the extensive capabilities of both institutions for an in-depth analysis of interdisciplinary issues including additional areas of weather forecasting, control systems, grid integration, as well as social aspects, safety and life cycle assessment.

The project has successfully passed the initial 2-year evaluation by BMBF Germany and will continue to be funded for a further three years until July 2022. UNSW-Fraunhofer alliance was the only Fraunhofer partnership in Asia/Oceania (out of 5 involving Fraunhofer) to successfully pass the initial-2 year evaluation phase and continue to be funded for the entire duration to 2022.

Following the Rana Plaza garment factory disaster in Bangladesh, UNSW has been undertaking research into the health and safety of garment factory workers, and whether the measures put in place after the tragedy (mainly a global Accord, and other Alliances) were successful. A three year 800,000 Euro project, funded by the Volkswagen Foundation (with the Wellcome Trust and Riksbanken Jubileumsfond) was undertaken with a global consortium of researchers from Australia, Germany (Freie Universität Berlin), UK, Sweden and Bangladesh, led by UNSW’s Professor Stephen Frenkel.

In March 2018, UNSW signed a collaboration agreement with The Open Hybrid LabFactory (OHLF), a Research Campus led by Technische Universität Braunschweig and complemented and strengthened by the Fraunhofer project centre that has set up a research factory in which new technologies and processes can immediately be put to the practical test. OHLF leads to the development of cutting-edge technological solutions for future automotive production. The research and development focus on new and innovative lightweight structures and concepts for the upcoming vehicle generations. At the interface between science and industry, a unique infrastructure was created, that helps to transform ideas into innovations, which are reflected in sustainable progress in mobility. The OHLF links strong partners from science and industry under one roof to accelerate research and development processes. Research Campus is a key element of the New German high-tech strategy (supported by the German Ministry of Research and Education, BMBF).

Other significant industry projects currently underway include flame-resistant cladding, silicon quantum computing, development and dissemination of mental health programs in public health networks, and next-generation power cables.

Written by Warwick Dawson,
Director, Knowledge Exchange, UNSW Sydney
From its beginning in 1949, UNSW has always had a strong focus on industry engagement and the application and translation of new technologies with external partners. This is reinforced in our 2025 Strategy built on Academic Excellence, Social Engagement and Global Impact. Our aspiration is to be the national leader in knowledge exchange (KE) with our Australian and global industry, government and community collaborating partners. Total KE income across all research and education channels with all partners has grown from $110m in 2015 to $186m in 2018.

Specific sector-based opportunities include:

- **Water and Environment**
  The UNSW Global Water Institute is Australia’s largest concentration of water-related researchers spanning expertise in water scarcity, wastewater treatment, sanitation and irrigation.

- **Renewable Energy**
  UNSW has led the world in photovoltaic silicon solar cell efficiency for more than 30 years, and we host the Australian Research Council Industry Research Hub for Integrated Energy Storage Solutions.

- **Minerals and Energy Resources**
  Our experts in the School of Minerals and Energy Resources and the School of Chemical Engineering have unique capabilities in bioremediation, carbon capture and storage, geothermal energy and the ‘future automated mine’.

- **Plastics and E-Waste Recycling**
  UNSW hosts the world’s first waste recycling microfactory, in our Sustainable Materials Research and Technology (SMART) Centre, focussing on plastics and e-waste.

Find out more: Warwick Dawson, Director, Knowledge Exchange: w.dawson@unsw.edu.au
From Network to Networth – 
Managing Knowledge Transfer and Digital Learning in the Worldwide AHK Network

Knowledge management as decisive factor

In a rapidly developing world, strategic knowledge management becomes more and more valuable to companies and organizations across all industry sectors. However, as companies differ in characteristics such as size, organizational structure or branch, also knowledge management has many facets.

Benefits and challenges of a large network

The AHK Australia belongs to a worldwide network of German Chambers of Commerce Abroad which covers 92 countries and 140 locations. While some of the 2400 employees are German, the Network employs many nationalities. On the one hand, our large, intercultural network has many advantages: bundled know-how, local expertise as well as best practice examples for your company’s success. On the other hand, the dispersal of AHKs worldwide entails challenges for effective knowledge transfer e.g. geographic distances. Berlin and Sydney separate 16,117 km. The flight time is about 23 hours, with a time difference of about 8 hours. Facing such a distance, frequent flights challenge financial and human resources and imply constant decision-making between costs and benefits of (physical) knowledge transfer. Consequently, it is difficult to make sure that all of the available knowledge reaches all of our global colleagues.

Under the brand DEinternational, the chambers provide consultancy and other services in the areas of market entry, law & tax, recruitment, trade fair representation and more. Everyday consulting generates explicit and tacit knowledge, like data about German companies on-site as well as personal contact and experience in the host country. Pooling this knowledge and bringing light to hidden potentials and synergies is essential for effective knowledge management. Having all the benefits of a large network, the challenge consists in highlighting, organizing and utilizing our knowledge. In a nutshell: Knowledge must be generated and shared with all AHK employees. The question is: how do we know what we know? And how can we share what we know?

Social collaboration online for successful knowledge transfer

Thinking about knowledge management and its tools often leads you to an organization’s intranet. Rightly so! As a central part of the organization, the intranet is able to provide a common platform used by every member of the network. Recently, we launched our new Intranet ‘AHK Connect’ based on the software Confluence (by Australian company Atlassian!). With its opportunities for social collaboration, it offers tremendous opportunities for our network! Colleagues can jointly work on content, chat on a one-on-one basis and share their local expertise with our worldwide network.

Keeping knowledge alive through digital learning

Bypassing costly journeys, jetlag and the administration of on-site training, E-Learnings have gained popularity in the last decade. Numerous examples such as Udemy and other E-Learning-platforms prove the success of digital learning. In this context, we have introduced our ‘AHK Academy’ as an additional feature in AHK Connect. The Academy constitutes as an online training platform and contains numerous video sequences on a wide range of topics relevant for AHKs. Inspired by the idea of digital learning, we want to utilize this platform for example for the on-boarding of new AHK colleagues. Through short video modules, we can introduce our German headquarter, the world-wide network, important partners like ministries and institutions in Germany and others.

These web-based trainings save time and money, but above all, they can be made available to all employees and repeated as often as desired. Furthermore, another benefit consists in keeping our knowledge in the network and not tied to individuals. Generally, AHK Connect including our Academy is a great tool to emphasize the connectivity within the network. Moreover, we can use our global knowledge and learn from each other. Some AHKs already offered to provide content for the Academy. With their help, we can expand the bandwidth of topics e.g. with videos about agile working, conflict management or training for new employees.

In a rapidly changing world, comprehensive knowledge transfer is key to staying up-to-date. We hope to have established a platform for social collaboration and learning opportunities – for and with a network that never sleeps.

Written by Hannah Claes, Association of German Chambers of Commerce and Industry

Image source/ photographer: Claudia Kempf

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In Australia, 50% of current jobs with skill shortages are in STEM (science, technology, engineering and mathematics) fields, yet university enrollments in these degrees are at their lowest in 20 years. In a mission to foster the next generation of scientists, global chemical company BASF invites kids to get hands-on with the wonderful world of chemistry in their annual Kids’ Lab program.

The world is changing. While demand for employees with STEM qualifications and skills is at an all-time high, enrolments in STEM subjects at Australian universities are at their lowest in two decades. Even more concerning perhaps, is a 2018 Education Council report which indicates that Australian students’ results in science and maths are sliding, ranking ‘average’ compared to their OECD (Organisation for Economic Co-operation and Development) counterparts.

With the belief that industry can help foster an interest in STEM, and that students today can become innovators and leaders of tomorrow, BASF’s Kids’ Lab program aims to nurture children’s interest in chemistry from a young age.

“It’s great to talk to kids about science but it’s even better to allow them to experience the magic of chemistry for themselves,” said David Hawkins, Chairman and Managing Director, BASF Australia and New Zealand. “We know that through STEM students can develop real-world skills, including problem-solving, creativity, teamwork, initiative and communication, but to attract young people to pursue STEM we need to make it fun”.

Founded in 1997 at the company’s global headquarters in Ludwigshafen, Germany, Kids’ Lab is now run in more than 30 countries around the world. The interactive, fun and free chemistry education program allows children aged 6 to 12 to get hands-on with chemistry, through simple and safe experiments. From making their toothpaste to creating thermochromic ‘worms’, all experiments probe into science found in daily life.

In Australia and New Zealand, Kids’ Lab has been run in partnership with local universities—Monash University, Curtin University, University of New South Wales and University of Auckland – since 2004. Partnering with universities to run the program on campus allows primary school children exposure to life at university, and tertiary science students experience sharing their knowledge with a young, eager audience.

The program is also an opportunity to expand the way children think about scientists. “When we ask children to draw a picture of a scientist, they almost always draw an image of an old man, wearing a lab coat with crazy hair,” explains Mr Hawkins. “When considering that only 16% of STEM graduates are women and only 27% of the total STEM workforce is female, we feel it’s important to try and paint a different picture of what a scientist can be,” he continues.

BASF tries to dispel this scientist stereotype by inviting their employees to volunteer at Kids’ Lab and talk to the children about how they create chemistry in their job; from designing the foam in ADIDAS Boost™ shoes, to making wax for Lego or pigments for SMART phone screens.

While attracting students back to STEM will require a multi-faceted approach from both industry and education, BASF believe inspiring curious young minds to notice and get excited about the chemistry around them is a wonderful place to start.

“There’s such an element of wonder to science and we hope that through the Kids’ Lab experience we can help foster a lifelong interest in chemistry that could one day see these little scientists working in a company like BASF,” concluded Mr Hawkins.

For more information about Kids’ Lab visit basf.com/au

Written by BASF Australia Ltd
The Benefits of Asking Questions

How STEM exploration in early childhood education influences our children’s development.

Children are naturally curious, wondering why the sky is blue and the wind blows. Turning these simple yet profound questions into meaningful and child-appropriate learning experiences is a key element of inquiry-based learning, a pedagogical approach which has been implemented at many early learning centres all over the world. In practical words this means that educators and teachers are involved as learning facilitators, however, the actual learning, problem-solving and research are undertaken by the children themselves.

Implementing inquiry-based STEM (science, technology, engineering and mathematics) exploration in early childhood settings and actively engaging children in these experiences is what the Little Scientists program is about. Early childhood educators and teachers attending the specifically designed workshops are given tools to ignite children’s curiosity for STEM explorations.

In 2013, the Little Scientists initiative was launched in Australia, brought over from Germany (where it is known as “Haus der kleinen Forscher”) by FROEBEL Australia. The program has been endorsed by the Australian Government which has been funding its national rollout under the National Innovation and Science Agenda since 2016.

Measuring the impact of inquiry-based learning

What is the actual outcome of early STEM education for our children’s development? STEM learning in an early childhood setting can include exploring sounds and shadows, floating objects, and even building irrigation systems. Transferring the inquiry-based learning approach into children’s daily experiences encourages their critical thinking and improves their overall mathematical, technical and scientific understanding. It also fosters their social learning skills and extends their vocabulary through active collaboration with their peers and educators.

Between 2017 and 2019 the Little Scientists program was independently evaluated by Charles Sturt University, to examine the efficacy of the program and prove the alignment with the Australian Early Years Learning Framework and other national quality standards. Based on surveys of workshop participants and a mapping exercise the study showed a positive impact upon educators’ confidence and practices, which consequently reinforces the children’s STEM learning opportunities.

Corporate partners for early STEM

Since its launch, the Little Scientists initiative has been supported by several corporate partners. In 2018, Little Scientists entered into a corporate partnership with the Toyota Community Trust, providing professional development to almost 200 educators in six municipalities in Western Melbourne. Kicking off in late 2019 and as an expansion of this collaboration, the Little Scientists program will build the capacity of educators in two designated regional and disadvantaged areas – Wyndham City Council and Albury-Wodonga region – which have limited access to high-quality professional development

ABOUT LITTLE SCIENTISTS

Since its launch in 2013, the Little Scientists program has reached more than 170,000 children across all States and Territories, with more than 6,200 educators have attended the professional development workshops.

For more information on the workshops and corporate partnerships in Australia please go to www.littlescientists.org.au
opportunities, particularly in STEM. The Little Scientists Inservice Partnership will deliver in-service workshops whereby an average of 15 educators of the same education and care service participate in this whole-of-staff training. Little Scientists Australia will support these selected services long-term to become early STEM certified Little Scientists Houses, providing excellence in early STEM education and acting as STEM Ambassadors across the region.

Another industry collaboration commenced in August 2019. For the next 12 months, Dyson Australia will be the Little Scientists Air workshop sponsor. As part of this national air quality education initiative in partnership with Little Scientists, specifically designed workshops will be held in collaboration with Dyson engineers to help educators understand air science and air quality and to consequently encourage children to see, engage with and explore what can be found in our air.

“We aim to give all children access to age-appropriate STEM learning experiences and space for exploration and inquiry which is also what is implemented at all FROEBEL early learning centres. Our corporate partners play an important role in facilitating the further development and rollout of the Little Scientists program”, says Olde Lorenzen, Managing Director of FROEBEL Australia.

ABOUT FROEBEL AUSTRALIA

FROEBEL Australia is a not-for-profit provider of bilingual early childhood education and care services and currently operates four Early Learning Centres in Sydney and Melbourne for children aged 6 months to 5 years of age.

The organisation is a subsidiary of FRÖBEL e.V., one of Germany’s largest, non-profit childcare service providers with its head office in Berlin, operating more than 165 Early Learning Centres, with 14,500 children and 3,300 employees worldwide.

The FROEBEL educational program has a strong focus on Early Language Learning (with German introduced as a second community language) and Early STEM exploration through the Little Scientists program. The FROEBEL philosophy, Vision, Mission and Values Statement provides all educators with the opportunity to engage in experiences with children through the lens of FROEBEL’s teachings, supported through implantation with the Australian Early Years Learning Framework.

For more information please visit www.froebel.com.au

Written by Lucie Maucher, FROEBEL Australia
CFH Group combines several subsidiaries and stake holdings under one roof which all have one thing in common: excellent engineering providing innovative system solutions for everything to do with air – for all industries, above ground, below ground and across the globe.

Tomorrow’s greatest challenges will be mobility and energy. As the global economies grow and populations expand, so the numbers of passengers and goods will also increase constantly. Thus the traffic infrastructures of the future will also have to be designed increasingly for underground operations. Furthermore, the future demand for raw materials will also continue to increase. The underground mining of raw materials forms the basis for rapidly increasing wealth and industrial added value worldwide. This means that in the future an increase in the extraction of raw materials can also be expected.

Breathe the Difference

The group of companies in the CFH Group will be glad to take on these international challenges. CFH is characterised by a family-style corporate culture. The vision „Breathe the Difference“ forms the basis for this. That means: CFH wants to support the customers with products and services that make a decisive difference in all air-related tasks – every day, for the health of employees and to the economic benefit of companies.

Expertise from a single source

These companies combine their expertise and are part of the CFH Group:

• CFT GmbH Compact Filter Technic provides its customers with innovative solutions for all aspects of dedusting, ventilation and the cooling and heating of air – primarily for mining, tunnelling, and tunnel refurbishment but also for other specialised industrial applications.

• Korfmann Lufttechnik GmbH offers ventilation solutions for the mining and tunnelling industries.

• WAT Wärme-Austausch-Technik GmbH designs and manufactures cooling systems for the climate control of air and cooling of water for mining and tunnelling.

• DFT GmbH Deichmann Filter Technik develops high-quality systems for industrial dedusting and offers a wide range of solutions for filtering solids and gaseous substance.

High-Quality Ventilation Equipment for Mining and Tunneling

Made in Germany

All solutions are made in Germany and designed to protect the environment and preserve resources – and that includes complex turnkey solutions and complete package systems. The international presence of the CFH Group ensures that the know-how is available to all customers, wherever and whenever they may need it.

This includes also the following range of service options:

• On-Site Service
• Field Testing, Performance Monitoring
• Training
• After-Sales-Service

Written by CFH Group
Late-Bloomers with Industry Boosters - Vocational Training in the Philippines

An annual GDP growth rate over 6% for 8 years. 6.4% forecasted until 2020. Manufacturing growing on average by 4.8% since 2017, adding 20% to the GDP (of 330.8 billion USD in 2018 in total).

But what is your reaction after hearing you need a bachelor’s degree just to work at the omnipresent coffee shop with the crowned mermaid logo? In the eyes of a business representative from Germany, where said profession is more commonly a part-time job for students to earn some cash on the side, the quality of the local education system appears questionable. A college degree was not only the desired path in the Philippines that led to a secure future for the majority of people but also the basic requirement of most bigger companies to deem a person as “employable”.

The value of higher tertiary education paid off: From an international perspective, business process outsourcing in the Philippines is attractive. English-speaking, a time zone complementing both European and North American locations and highly-qualified in IT and engineering.

Vocational Training, however, was largely disconnected from practice and did not sufficiently match the needs of the private sector, leading to a widespread system of in-company training to fill the gap public education left. While the country’s cost structure – particularly for the manufacturing sector – stood out as an advantage for international companies to settle on the archipelago, the lack of practical vocational skills remained a risk. This factor was furthermore emphasized with the Philippines has been one of the three remaining countries in the world – the last in Asia – with only 10 years of basic education.

This changed when in 2013, the Philippines’ introduced an additional two Senior High School years. The endeavour coined as the K-12 project set the education system at par with its neighbouring ASEAN countries and the rest of the industrialized world. The new subject of Work Immersion encourages learners’ early exposure to a real work environment. At the same time, it opens the doors for direct industry involvement to shape curricula content and teach the skills needed to compete globally. Those first inroads into a dual education and training system prepare Senior High School graduates to be employable without a college degree. This lessens companies’ investment in in-company training and makes the Philippines more attractive as an investment destination for international companies.

One of the companies that decided to take the opportunity to directly influence secondary education was Continental Temic Electronics Phil. Inc. (CTEPI) - the local subsidiary of Continental AG - the German automotive parts manufacturing company. Shaping an industry-aligned curriculum, they covered their demand for skilled employees and additionally rose the employability of individuals that decide to not directly choose the path of tertiary education. Besides providing support for the K-12 curriculum development and immersion programs, Continental Plant in Calamba, Philippines, began to hire immediate 12th-grade graduates.

Students of the PAVE Project undergoing their final practical examination.

In 2018, a total of 305 high schoolers from different nearby schools were hired to support their operations.

Two further years of High School with the integration of Vocational Education aspects, in addition, opened the gates for companies to take public training matter into their hand: Porsche AG started its cooperation as their training subsidiary PTRC-A (Porsche Training and Recruitment Centre – Asia) with Don Bosco Mondo in a small scale almost a decade ago. With the beginning of the PAVE (Porsche Aftersales Vocational Education) Project in 2015, they have created a curriculum as the answer to the international demand of well-trained staff in the automotive sector. They decided on the Philippines to pioneer the project, absorbing local accreditations (the Philippine Vocational Training for automotive is more than 30 years old). Certified and quality-assured by AHK Philippinen, the project is being replicated in other countries such as South Africa, furthermore with the local German Chamber on board.

The Philippines were admittedly late in the game. But what has been proven in the last ten years is that public reforms, industry initiatives directly involved in Vocational Training in a variety of ways have put the Philippines back on the radar. Direct employability, open ears and arms found in both secondary and tertiary education; the archipelago has become more versatilely attractive for German companies – not only for its university graduates and business process outsourcing.

Written by Tobias Petersen, Dual Training and Education Director of AHK Philippines
**Exclusive Member4Member Offers**

We are pleased to present you with a range of discounts and special deals from GAC members for GAC members. Please log in to our Online Membership portal to book these special deals. If you have an exclusive rate or special product that you would like to offer your fellow members, please e-mail: tina.thoms@germany.org.au to submit your offer.

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Get a comprehensive review and outlook of key global currencies, global market drivers, and what to watch in the next quarter to help you plan ahead and see how you can take advantage of market movements.

**Qatar Airways**

Qatar Airways is pleased to offer valued GAC members a discount valid for leisure travel to some of our top destinations worldwide, including all our European, the United States, and African destinations.

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"Die Woche" is the only German-speaking newspaper in Australia. The weekly published newspaper offers AHK members a discount of 30% on the annual subscription of the pdf-file and 10% discount on the printed version.

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2M Language Services is offering Chamber members a 30% reduced industry rate on translation services into German and other European and Asian languages.

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Das Insure is offering a complimentary consultation to members to help you and your team understand the obligations of the GDPR and its relevance to Australian Businesses.

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Audi Australia are delighted to offer you as a member of the German-Australian Chamber of Industry and Commerce benefits and superior servicing of the Audi Corporate program on the entire range of premium new Audi vehicles.

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**Mercedes me Store**

Mercedes me Store Melbourne is proud to offer a preferred rate for hire of our stunning boardroom space.

**WINE WINDOW**

Wine Window is pleased to offer exclusively to Chamber members a 10% discount on all orders. Our wines are produced by young winemakers in family-run wineries in the Rheinhessen and Pfalz area.

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Dammann German-English Translations is offering all Chamber members a 30% discount on the translation of personal documents.

**Mercedes me Store**

Mercedes me Store Melbourne is proud to offer a preferred rate for hire of our stunning boardroom space.

**Firbank Grammar**

Firbank Grammar is an international Baccalaureate school and is offering priority placement to families of Chamber members.

**The Victorian Chamber of Commerce & Industry**

The Victorian Chamber of Commerce & Industry offers Members of the German-Australian Chamber a 50% discount on the Complete Membership package.

**German Australian Marketing Services**

German Australian Marketing Services is offering Chamber members a 50% discount on their first 'Market & Competitor News' email bulletin and 20% off Benchmark Studies.

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Dammann German-English Translations is offering all Chamber members a 30% discount on the translation of personal documents.

**Faber-Castell**

Faber-Castell is offering a selection of their finest writing instruments at discounted prices up to 40%. This offer is exclusive for members and not available elsewhere.

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Brokat is offering 15% off Digital Health Checks to German-Australian Chamber members.

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The Australian Manufacturing Technology Institute Limited (AMTIL) is a peak national body that represents the interests of manufacturing technology suppliers and users within the precision engineering and advanced manufacturing sector. Since its establishment in 1999, AMTIL has engaged in a range of initiatives aimed at supporting and promoting the industry in Australia. These include Austech, Australia’s premier advanced manufacturing and machine tool exhibition, the industry-leading publication AMT Magazine and an array of other services for its members.

AMTIL is also a Partner Organisation for the Entrepreneurs Programme and more recently has been funded to establish the Additive Manufacturing Hub and the Rail and Haulage Export Hub on behalf of State and Federal Governments.

ANCA is a privately-owned Australian business that manufactures CNC tool and cutter grinders, motion controls and sheet metal solutions. While the global headquarters remain in Australia, ANCA exports 99% of our products with 2,500 customers in over 45 countries. We have offices in Europe, Asia, and the Americas as well as a comprehensive network of representatives and agents.

Since 1974, ANCA has gained worldwide recognition as a technology leader. Industry firsts include designing and manufacturing an Australian CNC, introducing a probe for digitising tools in a CNC tool and cutter grinder, introducing MPG feed for safe program debugging and testing, and introducing the first true 3D simulation of the grinding process.

ANCA provides a complete solution to our customers, designing and manufacturing almost all our technology in-house. We partner with our customers to create bespoke solutions and invest almost 10% of our annual turnover on research and development so they always have access to market-leading technology.

Beckhoff implements open automation systems based on PC Control technology. The product range includes Industrial PCs, I/O and Fieldbus Components, Drive Technology and automation software. Products that can be used as separate components or integrated into a complete and seamless control system are available for all industries.

The Beckhoff "New Automation Technology" philosophy represents universal and open control and automation solutions that are used worldwide in a wide variety of different applications.

The CODESYS Group is the manufacturer of CODESYS, the hardware-independent IEC 61131-3 automation suite, and ranks among the world’s leading software manufacturers in the automation industry. Today more than 160 employees work at the company headquarters in Kempten, Germany and the subsidiaries in China, Italy and the United States. The customers of the company founded in 1994 by Dieter Hess and Manfred Werner come from all areas of automation: manufacturers of industrial controllers as well as end-users who automate machines and plants with CODESYS.

CODESYS covers the complete software side of automation. Core products of the market-leading automation suite are the CODESYS Development System, the corresponding platform-independent control system CODESYS Control and the CODESYS Automation Server, the cloud-based industry 4.0 platform.

Several million devices are equipped with CODESYS today. Tens of thousands of users worldwide work with CODESYS every day.

ARAG is incorporated in Australia as an underwriting agency to administer Legal Expense Insurance on behalf of HDI Global Specialty SE. Legal Expense Insurance products provide affordable access to legal advice and representation in courts and tribunals when individuals or businesses are faced with unforeseen legal issues and might otherwise be deterred from exercising their legal rights due to the substantial cost of doing so. ARAG Services Australia Pty Ltd offers legal expense insurance products for businesses and private individuals/families. The company also offers private legal expense insurance for affinity and employee groups to enhance their membership or employee benefits. This could include cover to protect members of an affinity or employee group should they end up in a covered legal dispute.

ARAG Services Australia has a delegated authority to enter into, vary or cancel policies and handle claims for legal expense insurance on the insurer’s behalf. Risks are underwritten by the insurer, HDI Global Specialty SE - Australia. Visit us at www.arag.com.au to find out more.

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Daimler Truck and Bus Australia offers the best products from Europe, Japan and the United States that cover all market sectors and are backed by a vast dealership network. Daimler is one of the world’s most successful companies and is the single largest producer of commercial vehicles with a global reach. Company founders, Gottlieb Daimler and Carl Benz, made history with the invention of the automobile in 1886 and produced the world’s first truck in 1896.

In Australia, Daimler Truck and Bus sells and supports trucks and buses from Mercedes-Benz and Fuso and trucks from Freightliner. It also sells a wide range of components through the Alliance Truck Parts brand. Daimler Truck and Bus offers a professional Australian dealer network with more than 40 sales and aftersales locations across the country.

The dealer network is staffed by factory-trained professionals equipped with state-of-the-art support technology to keep customers on the road.
German Australian Marketing Services is a dedicated Marketing Consulting & Marketing Outsourcing Service for German and Australian businesses, bridging the gap to allow a competitive advantage in your unique market. Our local marketing expertise and familiarity with relevant consumer behaviour ensure that we can connect German businesses with Australian markets, and vice versa.

It's our goal to see your business thrive. With us, you will receive prompt communication, ongoing support, and unparalleled marketing knowledge regarding your particular trade. German Australian Marketing Services is wholeheartedly focused on the development of your business, considering an array of marketing options to enhance your growth in the German and Australian markets: Marketing Communications, Online Marketing, Media Planning, Market Research, Market Analysis, Benchmark Analysis, Marketing Strategy, Customer Satisfaction Surveys, NPS, Translation Services for Businesses and Individuals.

Established in Germany in 1984, Kaufland is a family-owned business that currently operates 1,200 stores in 7 countries, with over 150,000 employees across Europe.

Currently, in the early stages of its expansion in Australia, Kaufland’s goal is to change the landscape of the Australian retail sector and deliver Australia’s first one-stop destination supermarket.

Driven by our company values of performance, dynamics and fairness, we are committed to continual learning and improvement, and never settling for less. To raise the bar across grocery retail, and focus not just what we do, but how we do it, Kaufland is committed to Australia for the long term.

Our customer-centric focus, alongside our principles of simplicity, quality, variety and price, drive our determination to increase choice, provide high-quality service and promote fair competition throughout Australia, to ensure that the customer is always the winner.

Mia Consulting Services offers specialist advice on business and procurement practices in the public and private sectors, with a focus on helping companies engage confidently and do business with the Federal and Victorian Governments. Government Business Consulting: Mia guides private sector clients to develop business opportunities and relationships with government agencies. We help companies recognize the value they offer government, identify key government touchpoints and conduct a targeted and relevant approach. We assist companies to identify and apply for government purchasing panels and prequalification registers. Government Bids & Grants: Mia supports companies bidding for government contracts of all sizes. We work with clients on every critical aspect of a government bid, including identification of unique selling points and additional methods of differentiation to make bids compelling to government. We also help companies meet the requirements of key government procurement policies, including those around “buying local” and social procurement.

MNX Global Logistics is a premium global provider of specialized, expedited transportation and logistics services. Clients include multinational leaders in the biopharmaceutical, life sciences, medical device, aviation, technology and entertainment industries.

These organizations rely on MNX’s exceptional record of transporting critical items around the world. MNX serves over 190 countries, including key North American, Asia Pacific, South American and EMEA markets with services that include dedicated hand-carries, next-flight-out, charters, inventory management, fulfillment operations, 4PL services management cold-chain and access to more than 600 forward stocking locations worldwide.

Octalo Negotiation is a boutique negotiation consultancy run by Dr. Ivonne Ranisch (DBA), helping businesses and individuals maximize their potential, make more money and increase their bottom line through better negotiation skills. It is about making people more confident when asking for more and achieving better outcomes.

Ivonne’s background in Freight Forwarding and Logistics, a highly competitive industry, has made her realize the importance of good negotiation skills. You don't need to sell more to make more money, you need to be able to negotiate better. Negotiation is the art of understanding the other party and creating value for both sides while maximizing your outcome.

Ivonne runs Negotiation workshops, offers to coach and she is available for Company Conferences and Speaking Engagements. She is an expert in dealing with tough negotiations and has made it her mission to teach people to become comfortable when dealing with uncomfortable situations.

As a traditional Hamburg company, we are known worldwide for the excellent engineering work of our Pleuger submersible motors.

Our location in Hamburg is located on the well-known Friedrich-Ebert-Damm. A land area of over 40,000 m², the good infrastructural connection and the availability of excellent employees help us to consistently expand our position as one of the leading suppliers of pumps.

Due to our wide range of submersible motor pumps, plungers and manoeuvring systems as well as customized special pumps we can offer an optimal solution for nearly every application.

Pleuger Industries is primarily active in the water, oil & gas, energy, chemical, marine and general industrial markets. Our products and services are also being used and used successfully in other sectors and industries.
Pure Battery Technologies (PBT) refines high-quality, flexible and environmentally superior battery materials through our Selective Acid Leaching process (SAL). Our patented and commercially proven technology has been developed in association with the University of Queensland. This advanced processing technology can refine and recycle affordably with the lowest environmental footprint on the market. PBT is powering the real clean energy evolution.

With headquarters strategically located in Brisbane Australia, PBT is in a unique position to service battery producers throughout Asia and the rest of the world. As the global demand for high quality and flexible nickel and cobalt battery products continues to increase, PBT is developing its first commercial refinery in North Queensland, Australia. PBT has the backing of both the Australian and Queensland Governments.

PBT’s expert technical team is being led by the experienced, German-born CEO, Bjorn Zikarsky.

Sue Ismiel & Daughters founded over 25 years ago by Sue Ismiel, is a 100% female-owned global FMCG company based in Australia. Originally founded to solve the problem of unwanted hair for women and men, the Nad’s & Nad’s For Men brands of depilatory waxes were born and are now sold throughout the world.

The company has continually grown and today offers a solution for head lice with the NitWits brand and a range of natural shampoos and conditioners under the Australian Native Botanicals brand. Our products are sold and distributed in Australia, New Zealand, the United States, South Korea, the United Kingdom and most recently Germany. Germany is of keen interest to Sue Ismiel & Daughters due to its strong economic position, size of the market and consumer acumen. Innovation, efficacy and concern for the environment are core values for the company and are part of everything we do.

White Room Associates is a Cross-Tasman Strategy & Management Consulting Company with offices and experienced consultants in Sydney and Auckland. The company was founded in 2004 out of a burning desire to create different professional services and advisory firm. Our vision is to apply a genuine “trusted advisor model”, which is centred around adopting client problems as our own ones. Our “raison d’être” is essentially to help organisations and their people to reduce complexity and cost while delivering strategic as well as pragmatic solutions.

Beyond a broad range of strategy & management consulting services, we also provide Board Effectiveness & Governance Consulting.

Using all spectral colours within white, we innovate, connect, build bridges and deliver.

Our client-centric and structured approach is built around a hypothesis-driven approach, a set of core consulting craft skills and a variety of tailored software solutions.

Our philosophy is to bring excellent yet affordable German wine to the Australian table. German wines are rightfully enjoying an increased recognition outside Germany by experts as well as modern consumers who appreciate craftsmanship developed and handed down over generations and yet fresh takes on classic characteristics. Our wines are produced by young winemakers in family-run wineries in the Rheinhessen and Pfalz area. They are very versatile, unpretentious and yet of high quality.

We have further introduced the Sensory Wine Picture on our label - an illustration of the flavour and taste based on a combination of universally recognised shapes and colours. The effect is simple - if the picture pleases, the wine will taste good, even for the untrained consumer.

Our varieties can be found at restaurants and wine bars but we also sell directly to consumers through our online shop and can cater your next event.

THOMAS SABO was founded in 1984 in Lauf Germany and continues to be one of the leading brands in the Jewellery and Watch market. The lifestyle company has over 300 Retail Stores in over 38 countries and cooperates with more than 2,800 trade partners.

The THOMAS SABO Collections comprise of Sterling Silver, Charm Club and Watches. All bear the unmistakable signature of the company founder: a unique mix of glamour and Rock ’n’ Roll, nostalgia and the modern. The jewellery is made from 925 Sterling silver and is manufactured with precision craftsmanship, hand-finished and embellished with exquisite stones. THOMAS SABO is renowned for their expressive and on-trend designs.

THOMAS SABO is proudly distributed in Australia by Duraflex Group Australia (DGA). DGA is a leading importer, distributor and wholesale supplier to the Retail Jewellery Industry in Australia and New Zealand. As a privately owned and operated company established since 1962, DGA supplies over 1,000 retail stores nationally with an extensive Australia-wide network of dedicated sales personnel.
Solutions that work

We work with passion and dedication, developing the best solution for every requirement and working hard to ensure that our services are just right all the time - that is what makes Logwin stand out.

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