

## Leading by fairness and equal opportunities

### RAYLASE is recognized at the Starnberg business prize

**RAYLASE made it to the nine finalists in the competition for this year's Starnberg County Business Award. The topic was "ROLE MODELS" - corporate examples for women-oriented, profitable leadership. At the award ceremony on November 9, the trophy went to the company 3M, but to be finalist also shows that at RAYLASE the topics of fairness and equality are actively lived as corporate values. By participating, RAYLASE was also able to better assess its own status quo. Now, it is even more motivated to raise awareness of gender equality and fairness. And that is exactly what the follow-up meeting of all finalists in December will be about. Here, they will discuss together the next steps for making further progress on the topic of ROLE MODELS.**

Once a year, Starnberg awards its business prize to a regional company. Each time, different aspects of the companies are evaluated. This year, the motto "ROLE MODELS" highlighted the topic of "corporate examples for women-focused, profitable leadership". Four categories were evaluated, for which each company presented its goals and measures.

And even though equality and fairness are already an important part of RAYLASE's corporate values, an objective view from the outside is very valuable. Because it provides the opportunity to see where there is still room for improvement. And such a competition also shows what measures the other companies are taking. All good reasons for RAYLASE to apply for this year's business award.

### RAYLASE promotes gender equality with individual solutions

One of RAYLASE's goals is to build mixed teams in all departments. This has not yet been achieved in all divisions of the company, although a 25% share of women is above average in the tech sector. But there is still room for improvement. Therefore, RAYLASE puts emphasis on a personal direct approach at trade fairs when recruiting new female employees. RAYLASE is also committed to youth development, for example with a Girls' Day or with the active membership in the DigiClub Germering. Here, young people repeatedly have the opportunity to get to know the company and technology. Additional criteria that were included in the jury's evaluation were support for family challenges and opportunities for male employees to make their contribution. Here, RAYLASE supports all employees by creating individual solutions for balancing family and career, be it part-time models - also for managers - or mobile and flexible working models. In addition, RAYLASE offers its employees individual training and development measures for personal career development.

### Finalists plan regional network to promote equal opportunities

With its commitment to these topics, RAYLASE made it to the final round. The finalists met for the award ceremony on November 9 at the Evangelische Akademie in Tutzing. On this evening Miriam Leimpek, Assistant to the CEO and Julia Pantke, Head of Order Processing Center represented RAYLASE on site. A total of nine companies were on the shortlist. In the end, the company 3M convinced the jury with its cross-national concept for the advancement of women.

But the award will not be the end of the story. A follow-up meeting of the finalists is planned for December in Starnberg at LA VILLA. Here, the next steps for establishing a regional network will be coordinated. This way, the participants want to continue to learn from each other and advance the important topic of equality.

**Summary:** For RAYLASE, participating in the Starnberg Business Award 2022 was well worth the effort. It became clear that the topics of equality and fairness are not just empty phrases, but they are part of everyday corporate life. And after reaching the final round, the incentive to do better is now even greater.

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## About RAYLASE

RAYLASE GmbH is a highly innovative, international laser company based in Wessling near Munich. Founded in 1999, the Bavarian company offers high-precision opto-mechanical components, control cards and software for the rapid deflection and modulation of laser beams for laser material processing in industrial manufacturing. With over 130 employees worldwide, the RAYLASE Group stands for innovative technology of the highest quality. Since 2007, the company has a subsidiary and its own production facility in Shenzhen, China, as well as several international representatives in the US, Italy, Japan, Korea, and Taiwan.

The laser deflection units comprise opto-mechanical scanners and digital control electronics with an intuitive software interface. These form the core of industrial laser systems and enable more flexible, economical, and precise processing of a wide variety of materials such as metal, plastic, paper, textiles and many more. Opto-mechanical deflection units also offer excellent image processing for better calibration, simple automation, and exact monitoring of a range of laser processes.

Customers come from the electronic, automotive, photovoltaic, textile and packaging industries. RAYLASE's current focus markets are electromobility, for example, in battery production, solar wafer production for photovoltaics in the solar industry and additive manufacturing. RAYLASE supports its customers primarily in four core applications: laser cutting, laser welding, laser surface processing and selective laser sintering or welding for additive manufacturing. In each of these areas, the company drives digital innovations by combining these with established technologies.



Caption: At the business award ceremony on November 9, 2022, at the Evangelische Akademie in Tutzing, RAYLASE was recognized for being among the 9 best companies in the district Starnberg. The award was received by Miriam Leimpek (3rd from right), Assistant to the CEO, and Julia Pantke (3rd from left), Head of the Order Processing Center.



Caption: Miriam Leimpek presented RAYLASE and its goals and measures on the topic of "ROLE MODELS - corporate examples for women-oriented, profitable leadership" at the evening of the final. A total of four categories were judged.



Caption: At the company presentation, Miriam Leimpek also addressed the issue of the proportion of women at RAYLASE. With 25%, it is already above average in the tech sector. But RAYLASE's clear goal is to become even better here and to further increase the share of women.