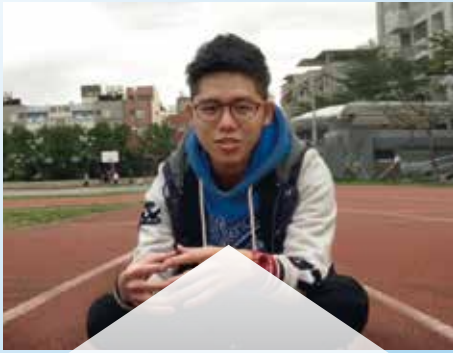




**TANNER**

THE FREUDENBERG YOUTH EXCHANGE PROGRAM





“I’ve learned a lot through TANNER activities, especially when I traveled to Spain for the exchange. I experienced the local culture and customs which are much different from my country, Taiwan. And I realized TANNER activities broaden my horizons. I strongly recommend you to participate in the TANNER program.”  
– Rey Chang, who traveled to Spain from Taiwan.



“I am a very shy person and this trip made me come out of my shell and got me ready for college, to be honest.” – Emily Precourt, who traveled to Germany from the USA.



“Before the exchange, the only things I knew about Japan were manga and sushi. Thanks to my host family, I gained a deep insight into Japanese culture.” – Pauline Rolin, who traveled to Japan from France.

MEET NEW FRIENDS  
TRAVEL  
LIVE WITH HOST FAMILIES  
EXPERIENCE DIFFERENT CULTURES  
BROADEN HORIZONS


## FOREWORD

Dear Participants and Parents,

Creating innovative technology – this is the recipe for the success of the global technology company Freudenberg. Add to this, creating innovation together – together with the customers, the world of science, and across the Business Groups and world regions. Our innovative strength comes from the cooperation of teams of which the members are from different backgrounds, and are of different genders and age groups, and have a mixture of skills and knowledge. This living diversity is what makes Freudenberg successful.

The world is becoming increasingly connected, and working conditions are also changing. It is important to experience globalism, and to discover different cultures. Over 15 years ago, the Freudenberg Group started TANNER, an international youth exchange program. The program opens participants' eyes to cultural diversity. The TANNER program sends Freudenberg Group employees' daughters and sons aged between 14 and 20 years abroad for a few weeks, to stay with other Freudenberg families. They encounter new countries and cultures, improve their language skills, and gain new contacts. All of this results in an invaluable experience for participants and host families alike.

We are delighted to be able to give young people the opportunity to experience this diversity and openness throughout the world. We would like to say a heartfelt thank you to all of our host families for their outstanding commitment. I hope that the young participants will have a lot of fun and an unforgettable experience.



Dr. Mohsen Sohi

*Speaker of the Board of Management of the Freudenberg Group*

# TANNER

TRAVEL AND NAVIGATE NEW EXCITING ROADS



Niagra Falls



Hong Kong



Ski-trip



Chopsticks

## WHAT DOES TANNER STAND FOR?

A tanner is someone who tans hides. That's very appropriate for the Freudenberg Group which started out as a small tannery in Weinheim. So the word stands for our company's roots. At the same time, TANNER is an acronym formed from the initial letters of the words in the slogan "Travel and navigate new exciting roads."

## WHAT IS TANNER?

Getting to know other countries, finding out about other cultures, improving language skills and making new contacts: TANNER is the Freudenberg Group's international youth exchange program. It has been offering young people lots of new and exciting experiences since 1999.

## WHAT IS THE GOAL OF TANNER?

Young people are open-minded and full of curiosity. With TANNER they get to know new cultures and countries, improve their language skills and make contacts worldwide. Becoming acquainted with other lifestyles, looking at things from a different perspective, and getting to know other people broadens the horizons of these young people. Immersing themselves in a different culture fosters their personal development and brings benefits in terms of education and career. One common emotion unites participants, parents and host families: the feeling they belong to the global Freudenberg family.

## WHO CAN TAKE PART IN TANNER?

Daughters and sons of Freudenberg Group associates. The young people should be aged between 14 and 20.

## WHAT DOES THE PROGRAM INVOLVE?

The young people spend two to three weeks staying with a host family who live and work at one of the Freudenberg Group's global locations. Contacts are made, and maintained with great personal commitment even after the visit has ended. That creates new links across national boundaries, career levels, corporate departments and organizations. The participants keep a diary during their stay with anecdotes and photos that capture emotional moments, special experiences and impressions of the new culture.

# HOW TO FIND US?



## HOW DO I APPLY?

Registration forms are available from your local TANNER contact. The names of these contact persons are available from the HR departments at Freudenberg Group sites. All registrations are forwarded to the TANNER Office in Weinheim, where places with host families from all over the world are collected, coordinated and allocated. The host country, family and timing are decided in consultation with the TANNER contact in the relevant country.

## HOW DO WE BECOME A HOST FAMILY?

Families or couples who have/do not have children can take part in TANNER. You must be willing to welcome a young person to your home and to introduce them to the unique characteristics of your country and region. The success of the program hinges on the commitment and hospitality of the host families.

## HOW DO I REGISTER AS A HOST FAMILY?

Anyone interested in participating in the TANNER youth exchange program should contact their local TANNER partner, whose contact details can be obtained from the HR department at the relevant location.

## WHAT ARE THE CONDITIONS FOR PARTICIPATING IN THE PROGRAM?

Anyone wishing to send their child on a TANNER exchange must also be willing to give an associate's child from another country the opportunity to get to know a different country and culture.

## WHAT SERVICES ARE PROVIDED BY THE FREUDENBERG GROUP?

The Freudenberg Group coordinates applications, finds host families and acts as the local contact.

## WHAT COSTS ARE ACCEPTED BY THE FREUDENBERG GROUP?

- The cost of travelling to and from the guest family
- Charges and vaccinations
- Costs incurred for health, accident and third-party liability insurance
- Pocket money for the young people
- Allowance for the host family

## WHERE CAN I FIND OUT MORE?

Further information such as registration forms and contact details for the global TANNER partners is available from the Freudenberg Portal at <https://portal.freudenberg.com> > Group > TANNER.

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