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Haus Cramer Reaches Deal to Cut 125 Jobs at Warstein Site

The pact with employee representatives aims to complete the reduction by late 2026 through voluntary measures first

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Haus Cramer Group said Tuesday, Nov. 17, that it had completed negotiations with employee representatives over the planned elimination of about 125 jobs at its Warstein site, setting terms for a reduction the company aims to finish by the end of 2026.

The company said management and labor representatives reached what it described as a constructive agreement designed to carry out the cuts in a socially responsible way. Under the plan, the process will rely on voluntary measures from both sides, according to the company.

About one-third of the positions targeted for elimination are expected to disappear through retirements and the expiration of temporary contracts. If those steps do not produce enough reductions, the company and employee representatives agreed to an arrangement that includes a reconciliation of interests and a social plan, a common framework in Germany for handling job cuts and support for affected workers.

Bodo-Joachim Wendenburg, chief executive officer and chief restructuring officer of Haus Cramer Group, said the result of the talks would allow the company to reduce staff while also offering what he called a fair solution for affected employees. He said the agreement would also allow the group to enter the 2027 business year with a reduced workforce of 600 employees at the Warstein location.

The company did not announce further details on which departments would be affected or whether additional operational changes would accompany the cuts. It also did not disclose the financial terms of the social plan in the statement published Tuesday.

The agreement gives a clearer timeline to a restructuring process that had already been signaled at the Warstein site. By stating that the reduction should be completed by the end of 2026, the company has set a short window for implementing the measures and reshaping staffing levels before the start of 2027.

For Germany’s beverage industry, the move is another sign of how deeply restructuring pressures can reach into established brewing operations and their industrial workforces. Job cuts on this scale may point to the intensity of cost and efficiency measures facing producers, even when companies try to manage them through negotiated and voluntary processes rather than immediate compulsory layoffs.

The Warstein reduction also shows the central role of labor negotiations in German manufacturing and beverage production, where management and worker representatives often spend months working out the terms of restructuring. In this

case, Haus Cramer Group said the goal on both sides was to create conditions for a socially acceptable implementation of what it called a necessary workforce reduction.

Wendenburg thanked the works council for what he described as constructive negotiations and thanked employees for their commitment during what he called a challenging phase. He said he believed the agreement had created an important condition for the company’s future.

The statement did not say how many employees had already agreed to leave under the voluntary process, or whether the company expects to avoid compulsory redundancies entirely. It also did not say whether further reductions could be considered after 2026.

Even so, the framework announced Tuesday suggests the company is trying to balance a significant cut in headcount with a process that can win acceptance from labor representatives and reduce the risk of open conflict at one of its key production locations. With the workforce in Warstein expected to fall to 600, the agreement marks a notable contraction in staffing at a company that remains closely watched in the German beer market and across the broader drinks sector.