

## **Adding Quality to People's Lives**

**Georg Fischer Corporate Policy**

**+GF+**

The policies of Georg Fischer specify the values and principles of our Corporation. We act in accordance with them.



# Our mission: Adding Quality to People's Lives

Georg Fischer contributes to improving people's quality of life. We help people who use our products every day to better meet their needs for mobility, comfort and precision.

## Mobility

### «GF makes your ride smooth and safe.»

As people become increasingly mobile, they have ever greater demands for comfort and safety in their vehicles. With its highly stressable cast parts of light metal and iron, GF Automotive makes it possible to build light passenger and commercial vehicles that consume fewer resources.

## Comfort

### «GF brings you clean water.»

A reliable supply of clean water is becoming a crucial challenge. GF Piping Systems facilitates the supply of drinking water worldwide and enables the safe transport of liquids for industrial purposes.

## Precision

### «GF shapes your daily life.»

The serial production of consumer goods requires high precision and demanding manufacturing technologies. GF AgieCharmilles provides the machines and system solutions for producing the necessary moulds, tools and precision components.



2007



1860

2018

# Our Principles

## **Creating success**

Our goal is the long-term success of the Corporation, our customers, business partners, employees and investors. Our strategy is geared to being successful in the global marketplace and to growing profitably under our own power. Innovation and constant change create value for our customers and serve to safeguard the long-term continuity of the Corporation.

## **Generating sustainable value**

Our business activities are focused on financial success. We aim to achieve an above-average return on the capital employed.

At Georg Fischer, profitable growth goes hand in hand with a commitment to ecological and social responsibility. We achieve our success with all possible regard for the principles of sustainable development. As a company committed to sustainability, we create value for all stakeholder groups by striking a balance between their economic, ecological and social expectations and by actively assuming the responsibility that this approach implies.

Doing business in a sustainable manner helps to safeguard the company's future over the long term. Technological leadership and an innovative, optimized product range create value for the customer and improve the company's environmental and social performance. This affects the entire value chain of our products and also the cooperation with suppliers, customers and end users.

## **Safeguarding growth through innovation**

Innovation is the key to profitable growth for us. What do we mean by innovation? For us, it means better meeting the needs of our customers by the skilful use of our engineering competence, thus gaining a competitive edge for them and for ourselves. This implies that we always maintain close contact with our customers and take their concerns seriously, and that we are capable of cutting-edge technological achievements and open to unconventional ideas.

## **Challenging and supporting employees**

Success hinges on competent employees who take initiative and assume responsibility, who are deployed in the right position, are well managed, act fast and are customer-focused.

We foster a culture of trust in which people can develop their talents and ideas and are spurred on to great achievements. We expect our managers to demonstrate leadership, purposefulness, a sense of responsibility and boldness of vision. We support employees' personal development, set demanding goals and reward excellence. We keep our structures lean and simple and delegate as much responsibility as possible to our entrepreneurial units and to the individual employees.

## **Sustaining credibility**

We do what we say and we say what we do. Our company culture promotes a climate of openness and honesty. We always seek dialogue and face up to criticism. Active, honest and timely communication, which is consistent with our actions, shapes and retains the trust of our stakeholders. We abide by the rules of a free and functioning competitive market and take advantage of the opportunities it offers.

We demand of all employees that they abide by the Georg Fischer Code of Conduct. Through a consistent strategy, financial and operational leadership, transparent reporting and effective corporate governance and compliance, the company's management ensures that the reputation and credibility of Georg Fischer are safeguarded at all times.

# Achievement and responsibility for our stakeholders

## Investors

Our goal is to grow the value of the company over the long term. We offer investors an attractive return on the capital they have invested. We create the greatest possible transparency for investors through proactive, timely and factual communication that is based on integrated information systems. Long-term success is supported by a comprehensive risk management system. We comply with the prevailing rules governing accounting, corporate governance and corporate compliance.

## Customers

We focus on the needs of our customers. We help them to be competitive by providing reliable quality, advanced technology and timely, innovative solutions. With our customers, we aim for long-term relationships that are built on trust.

## Business partners

We seek and offer long-term partnerships based on trust. We expect our business partners to implement principles in their companies that are comparable with the policies and principles of Georg Fischer.

## Employees

Leadership and cooperation at Georg Fischer are guided by respect, trust, performance, development and equal opportunity. We offer employees attractive employment and extensive opportunities for further training. By setting demanding goals, we challenge them to exploit their potential and we reward excellence in a culture of mutual trust, respect and frank dialogue. All employees undertake to abide by the law, to respect the rights and dignity of other people and neither to receive nor to grant unlawful financial or other advantages.

We undertake to respect human rights, not to allow any discrimination, to protect the personal sphere of the individual, and not to tolerate forced or child labour; we abide by regulations governing working hours, occupational safety and health protection; we offer fair remuneration and respect the right of our employees to join collective employee associations.

## Society

We demonstrate our commitment to society through our cultural, social and ecological engagement and we contribute part of our profits to the common good. We observe the laws in force and internationally accepted ethical standards.

## Environment

We take an active role in conserving the basis on which life depends by using natural resources sparingly and improving our environmental footprint by means of ecologically optimized products, production and distribution processes, and material cycles. The most important aspects are energy consumption, the related emission of greenhouse gases and the materials employed.

## Validity and implementation

The 2007 Corporate Policy of the Georg Fischer Corporation is intended as a guideline for our stakeholders. It shows us the way in complex situations and lays down our essential values and principles in a time of increasing regulation of entrepreneurial activity.

Every employee of Georg Fischer undertakes to implement these principles. Together with the individual objectives defined every year, they form the basis for evaluating employees' performance and conduct. Any violation of these principles will have consequences.

In addition to the Corporate Policy, Georg Fischer has also issued policy documents in the areas of the environment, human resources, social responsibility, communication and financial management. Certain topics are dealt with in greater detail by internal directives and manuals. Where appropriate, management and reporting systems have been established.



**Corporate Policy**

Financial Management Policy  
 Human Resources Policy  
 Social Responsibility Policy  
 Communication Policy  
 Environmental Policy



This policy is published in English and German.  
[www.georgfischer.com/policies\\_en](http://www.georgfischer.com/policies_en)

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