



Social Responsibility Policy

Adding Quality to People's Lives

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



Social Responsibility Policy

With the advance of globalization, production and distribution networks are being created that span the world. These networks also imply social responsibility, the respect for the fundamental principles by which people live and work together.

Respect for human rights

We respect and support compliance with the internationally recognized human rights.

No discrimination

We ensure equal opportunities in hiring and employment. No one is discriminated against on the basis of race, colour, gender, national origin, age, religion, sexual orientation or disability.

Protection of the individual

We are opposed to any form of mental, physical or sexual harassment, whether in the form of gestures, words or physical contact. We ensure that complaints are dealt with immediately and that appropriate measures are taken.

Free choice of employment

We reject any form of forced or obligatory labour.

No child labour

We do not tolerate child labour. Young people may only be employed within the framework of the legal provisions in force, in which case we ensure that they are suitably protected.

Regulated working hours

We comply with the national laws and agreements concerning working hours and regular paid holidays.

Safety at work and health protection

We ensure safety at work and protection of health at the workplace at least equivalent to the national regulations in force. Employees comply with the regulations concerning health and safety at the workplace.

Fair compensation

We comply with the legally prescribed or contractually agreed minimum wages. We respect the principle of «Equal pay for equal work», e.g. for women and men, within the framework of national legislation.

Respect for the right of association

We respect the right of our employees to join employee associations. We work constructively and in an atmosphere of trust with the employee associations.

Involvement of business partners

We expect our business partners and suppliers to apply comparable principles in their companies and regard this as a sound basis for durable business relationships.

These principles are derived from the principles of the Global Compact, the guidelines for multinational corporations within the Organisation for Economic Cooperation and Development (OECD), and the conventions of the International Labour Organization (ILO). They are enacted with due regard to the laws applying in the various countries and locations and in recognition of the various cultures in which Georg Fischer operates.



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

Georg Fischer Ltd
 Amsler-Laffon-Strasse 9
 8201 Schaffhausen
 Switzerland
 Tel. +41 (0) 52 631 11 11
www.georgfischer.com

Disclaimer

This policy statement provides principles and guidelines forming the basis of the corporate culture and identity of the Georg Fischer Corporation. It does not create any actionable rights or duties. In particular, it does not create any rights beyond those stated in the laws of the applicable jurisdictions. The policies described are not conditions of employment and do not create any type of employment contract between Georg Fischer Ltd or any of its corporate subsidiaries on the one hand and any employees on the other.