

Management Policy of the fischer group of companies

Our management policy is based on our mission guideline with its values innovative, reliable and accountable.

Leadership

We encourage and demand performance, because target-oriented and value-driven employees are the decisive success factor. Thereby we create the prerequisites for corporate success. To improve ourselves, we constantly measure our management work and its results against the criteria of this philosophy. Goals are agreed in accordance with the values based on framework conditions. We meet the role model with situational and appreciative management behavior. We focus particularly on comprehensive and in time recipient-related information and corresponding feedback. Regardless of their age we provide our employees with suitable opportunities for their development and support them with appropriate measures. We encourage teamwork whenever this is more promising than individual performance. We remunerate according to performance and offer sustainable organizational structures and working methods.

Sustainability

Sustainable corporate behavior is responsible action that strives for long-term economic success in harmony with the environment and the society.

Management systems

Our integrated management system for quality, occupational safety, environment and energy considers all relevant processes from acquisition, pre-development, development, procurement of goods and raw materials to production, distribution, logistics and disposal. The corresponding goals are defined taking internal and external requirements into account. By assessing risks and opportunities, we ensure that continuous improvement of this management system can also meet future requirements.

fischer ProcessSystem

To always meet the increasing demands placed on our products and processes, we continuously improve our processes with the fischer ProcessSystem.

Digitization

We consistently use digital opportunities to implement new services, products and efficiency enhancements for our customers. For us, modern and flexible methods are the basis to develop new digital services for the market.

Communication

By passing on the relevant information comprehensively and in time, we ensure that all internal and external parties are kept up to date.

Compliance

In accordance with our philosophy, we conduct all business in accordance with applicable laws, regulations and other binding obligations and do not engage in illegal business practices. No form of corruption or bribery will be tolerated. Agreements and collateral agreements relating to the direct or indirect granting of benefits to individuals or organizations are prohibited.

Quality

Consistent quality is the basis for our long-term business success. For us, quality means meeting and, if possible, exceeding the specifications, requirements, and expectations of our customers.

Safety and health at the workplace

We take precautionary and effective measures to prevent occupational accidents, work-related health risks and occupational diseases. First aid and preventive fire protection are an important part of our operational organization. We support the health and well-being of our employees through an active health promotion.

Environment

In the development and realization of our products, processes and services, resources are used as carefully as possible to minimize the impact on the environment.

Energy

We utilize energy responsibly and use it as efficiently as possible. By recording and analyzing energy data, our areas and processes are systematically analyzed regarding their potential to derive measures for continuous improvement of energy efficiency on this basis.


Marc-Sven Mengis

Chairman of the Management Board of the fischer group of companies