



FISCHER MAXIME

CORPORATE PRINCIPLES

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FISCHER MAXIME are the guidelines for the business activities of FISCHER LICHT & METALL. They represent our idea of responsible corporate management, good relations with our customers and suppliers and fair treatment of our employees.

The success of our business is based on living a common set of values and pursuing consistent goals. Our Business Principles clarify these values and goals and carry them into the company. They describe the requirements and standards for our actions and our with each other and are binding on everyone working in the company at all times.

For ease of reading the masculine form is used for personal names and personal nouns in the following pages. In the interests of equal treatment, the relevant terms apply to both sexes. The abbreviated form is used for editorial purposes only and does not imply any evaluation.

OUR PHILOSOPHY

We are a family business. The willingness to make a commitment to the company in good times as well as in difficult times applies equally to everyone who works at FISCHER LICHT & METALL.

Our primary goal is economic independence. We want to stay independent. It goes without saying that we comply with the worldwide regulations for the protection of human rights, and we demand the same from our suppliers and customers. In everything we do, we are guided by fairness, moderation and trust.

OUR GOALS

We want satisfied customers, employees and shareholders alike. Technology is changing our lives every day. Without innovation, nothing works. We have the knowledge to succeed. We are perfecting our business to work faster and more efficiently.

Our customers' needs are the driving force behind our business. We meet our customers' expectations with innovative, high quality products. Our knowledge is our customers' competitive advantage. We contribute to the success of our customers.

OUR EMPLOYEES

We have the same high standards of performance and quality for our employees as we do for the whole company. Job security is a high priority for us, as is fair pay. We promote the personal and professional skills of our employees through targeted training.

We treat each other with mutual respect. We work together to protect our intellectual and physical property.

OUR MANAGEMENT STYLE

Our managers convey the values of FISCHER LICHT & METALL through their daily actions. We expect our managers to show initiative, openness and self-confidence. The ability to lead is based on personal and professional competence. Leadership also means providing impetus for innovation. Our managers involve employees in the decision-making process. Communication between managers and employees is characterised by courtesy, respect and trust. The behaviour of our managers must set an example for others.

OUR COMPANY IN THE SOCIETY

As a company, we have a social responsibility. We are committed to a liberal society, a fair market economy and free competition. We respect the laws and cultures of the countries in which we operate. We demand compliance with international human rights from our managers and employees as well as our customers and suppliers. We practise equal opportunities and reject discrimination of any kind. We ensure transparency, realism and openness in our internal and external communications. This builds trust.

ENVIRONMENTAL CARE

We use natural resources and energy carefully and responsibly and strive to do the same in the process-optimised manufacture of our products. We use environmentally friendly and efficient technologies for our products and machines. We avoid harmful effects on the environment from the purchase of our materials to packaging and transport. Our managers are responsible for ensuring that we comply with all applicable laws and regulations and lead by example.



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