

# Sustainability management by the group of companies.

Waldachtal, 2021



German  
Sustainability Prize 2020

WINNER  
Large companies





## Sustainability Management

**“Sustainability unites aspects like environmental protection, technology and innovation with economic success and social responsibility. At the fischer group of companies, we see the interplay of these aspects as a challenge encouraging us to live, work, and do business in harmony with nature.”**

Professor E. h. Senator E. h. E. h. Dipl.-Ing. (FH)  
Klaus Fischer



Prof. Klaus Fischer (right), owner of the fischer group of companies,  
and Marc-Sven Mengis, Chairman of the Managing Board



# Introduction

Sustainable business activity is responsible activity that strives for long-term economic success in harmony with the environment and society. The policies that take economic, social and ecological aspects into account are laid out in the fischer mission statement. Accordingly, the fischer group of companies works actively to fulfil its social responsibilities. The company plans its economic development with long-term and sustainable goals in line with social interests.

fischer's mission statement governs its leadership concept and interaction with the circle of persons (stakeholders) affiliated with the company. It also sets the stage for economic activity. This includes trust and collaboration, reliable and consistent action, mutual respect, performance-based compensation, and forward-thinking organisational formats and working methods. In addition, the company is actively engaged in PR work and protects the intellectual property of others – fischer requires such protection for itself as well – as well as working actively in relevant boards, corporations, and associations.

The fischer group of companies has always focused on qualitative growth in line with environmental concerns, society, and all

of our employees. Accordingly, fischer is actively working to protect the environment, which includes company processes, as well as research and development on resource-conserving products. On the path towards streamlining business practices that prevent wastage and increase value production, the fischer ProcessSystem was created in 2004, based on the Japanese concept of Kaizen. This system plays a key role in designing and optimising production, logistics, and administrative processes. In addition, it supports the company in achieving its strategic corporate objectives, and is applied as such. For this purpose, consistent sustainability management is essential. The group of companies considers its business processes as a whole as being connected by a regulating system. fischer undertakes to maintain the standards it has set in order to continuously improve the system – as well as each individual process – for the benefit of the customers and to avoid waste.

Targeted qualification and development of employees form the basis of the fischer ProcessSystem. A corresponding leadership culture enables systematic problem solving that it also supports consistently. In order to ensure the organisation is also highly flexible and focused on problem-solving management analyses

problems that affect the development of company processes in a structured manner.

Beyond operational training, fischer is also committed to external projects to a great degree. Equal opportunity and balancing work and family also have a high priority in the group of companies. Other priorities are occupational safety and health protection for employees.

Whenever economically feasible, fischer also supports social, cultural and sports initiatives and associations that correspond with company goals and values.



Yours, Klaus Fischer

The **biggest asset** and the most **important factor** in the success of our company **is our employees** – not our systems and buildings!





# Contents.

---

Introduction	5
fischer Sustainability Management: The check list	8
fischer Sustainability Management: The fischer sustainability compass	9
fischer Sustainability Management: Blue Path at fischer	12
<b>Guiding Principle 01 – Human and labour rights</b>	<b>14</b>
<b>Guiding principle 02 – Employee well-being</b>	<b>16</b>
<b>Guiding Principle 03 – Stakeholder groups</b>	<b>18</b>
<b>Guiding Principle 04 – Resources</b>	<b>19</b>
<b>Guiding Principle 05 – Energy and emissions</b>	<b>24</b>
<b>Guiding Principle 06 – Product responsibility</b>	<b>28</b>
<b>Guiding Principle 07 – Company success and workplaces</b>	<b>30</b>
<b>Guiding Principle 08 – Sustainable innovations</b>	<b>34</b>
<b>Guiding Principle 09 – Financial decisions</b>	<b>39</b>
<b>Guiding Principle 10 – Anti-corruption</b>	<b>39</b>
<b>Guiding Principle 11 – Regional added-value</b>	<b>40</b>
<b>Guiding Principle 12 – Incentives to rethink</b>	<b>44</b>
Outlook	46

---

f our  
our

# The check list.

	Priority setting	Qualitative documentation	Quantitative documentation
Guiding Principle 01 – Human & labour rights	–	✓	–
Guiding Principle 02 – Employee well-being	–	✓	✓
Guiding Principle 03 – Stakeholder groups	–	✓	–
Guiding Principle 04 – Resources	✓	✓	✓
Guiding Principle 05 – Energy & emissions	✓	✓	✓
Guiding Principle 06 – Product responsibility	–	✓	–
Guiding Principle 07 – Company success & workplaces	✓	✓	✓
Guiding Principle 08 – Sustainable innovations	✓	✓	✓
Guiding Principle 09 – Financial decisions	–	✓	–
Guiding Principle 10 – Anti-corruption	–	✓	–
Guiding Principle 11 – Regional added-value	✓	✓	–
Guiding Principle 12 – Incentives to rethink	–	✓	–

## Sustainability efforts on site

Supported WIN project: Fundraising campaign for children's daycare centres  
 Funding amount: 150,000 Euro  
 Project sponsor: Klaus Fischer Foundation

### Key area:

- ✓ Resources
- ✓ Education for sustainable development
  - Mobility
  - Integration

### Type of support:

- ✓ Financial
- ✓ Material
- ✓ Personnel



# The fischer sustainability compass.

In order to strengthen existing structures for doing business sustainably and to find new fields of action, fischer bases its work on the **WIN Charter** and the **Sustainable Development Goals**. Both concepts offer transparency to stakeholders by making it possible to compare responsible corporate action.

The **WIN Charter** requires commitment, personal initiative and open communication from companies, and is aligned with the economic structure of Baden-Württemberg. Its regional components are one of its outstanding features. With the 12 Guiding Principles of the WIN Charter, companies commit to basic values, a responsible approach to the environment and identification with their region. Aspects like human and labour rights, integration or resource efficiency are also a part of it.

For fischer, the focus is on five particular guiding principles out of the original 12:

- Guiding Principle 04 – Resources
- Guiding Principle 05 – Energy and emissions
- Guiding Principle 07 – Company success and workplaces
- Guiding Principle 08 – Sustainable innovations
- Guiding Principle 11 – Regional added-value

These highlights are explained in detail, specified and underpinned with performance indicators in fischer's sustainability management. The other guiding principles from the WIN Charter set are also taken into account and could become more relevant than one of the main guiding principles in the medium term.

The WIN Charter initiated in Baden-Württemberg meets all of the EU's requirements for sustainability reporting. Even before it was introduced, fischer was practising active sustainability communication thereby affirming its responsibility as a company. Before the introduction of the CSR-Guidelines Implementation Law in spring 2017, which the WIN Charter developed from, fischer was already meeting all of the requirements in EU Guideline 2014/95.

**WIN - Project - Klaus Fischer donates 150,000 Euros to facilities serving disadvantaged youth.** Prof. Klaus Fischer is committed to supporting disadvantaged children and teenagers. The Eigen-Sinn Children's and Youth Workshop and the Luftikus children's house received a total of 150,000 euros in August of 2020. "Both organisations and projects are important institutions to which far too little state support is given. That makes these investments particularly important to ensure a functioning society" explained Prof. Fischer during the ceremony awarding the donation at fischer's headquarters in Tümlingen. Furthermore, he also personally supports daycare centres and schools in the region as well as universities, through his company or his Klaus Fischer Foundation. In this way, fischer is committed to many campaigns that introduce kids to commercial enterprises. "Kids should become familiar with companies when they are young so they can expand their horizons," Prof. Fischer believes. "We must start inspiring an interest in technology in early childhood."

Our company's owner has also worked intensively to promote education for many years. "Investing in training and education is investing in the future" says Prof. Klaus Fischer. He places a premium on lifelong learning, and offers his employees a wide range of opportunities in this area, such as through the Klaus Fischer Training Centre – an in-house academy promoting individual development. All employees can take the courses free of charge outside of their work hours.

As an internationally active company, fischer also recognises the Sustainable Development Goals (SDGs) defined by the United Nations, an internationally valid programme for supporting global sustainability activities.

Consisting of a total of 17 overarching objectives, the SDGs designate the most urgent economic, social or ecological fields of action. This results in additional potential fields of action and thereby goals from which sub-goals can be derived. To achieve this, aside from companies the most important partners are government and civil society organisations.



The structure of fischer's Sustainability Management follows the WIN Charter.

**fischer focuses on six key points of the SDGs:**



The company values of profit orientation, innovation, personal responsibility and seriousness as well as the proven process systems have been consistently integrated into sustainability management at the fischer group of companies. In this way, fischer's authentic presentation is ensured – both inwardly and outwardly. The result is the fischer sustainability compass. This tool (see below) includes the company's strategic challenges: prominent topics such as digitisation and industry 4.0 are ranked within the same range as other sustainability fields of action. From our point of view, all challenges and fields of action are sub-projects for fischer's sustainability management and are underpinned with corresponding performance indicators (compare to the respective guiding principles). This creates the framework for iterative, sustainable corporate management.

These priority topics determine fischer's sustainable orientation with regard to products, brands, production and procurement. In addition, as a market leader, the company has an obligation to act in an economically successful manner and thereby in a responsible manner towards employees, the environment and society.

The orchestration of fischer's sustainability performance results from linking fischer's mission statement ("The company's DNA"), fischer's ProcessSystem (fPS, "The company's muscles"), and Sustainability Management ("The company's nervous system"). These tools register exterior and interior signals, interpret them, and actively process them with regard to a sense of ecological, economic and social responsibility.



The 17 Sustainable Development Goals (SDGs) are political objectives of the United Nations (UN) designed to ensure sustainable development on economic, ecological, and social levels around the world.





fischer's motto:

**“Sustainable business activity is responsible activity that strives for long-term economic success in harmony with the environment and society.”**







# Blue Path at fischer.

The fischer group of companies set forth its guiding focus for the future in the 2025 Strategy. This defines the company's long-term goals and their medium-term implementation.

This also includes the further expansion of the Blue Path. The stations represent examples of various sustainability activities and are intended to promote and continuously enhance awareness for this topic – both within and outside the company. The colour blue symbolises the ocean, the sky and the earth – in expert circles it also represents sustainability. fischer sustainability projects have already won many awards, including the 2020 German Sustainability Prize in the “Large company” category.

As part of the strategic alignment, the topics of digitisation, globalisation, innovation, technology, and processes were defined as the main topics. The interplay of managerial staff, the fischer ProzessSystem and the fischer mission statement, as well as a focus on sustainable activities, serve as the foundation for successful development. There are explicit explanations and documentation of both planned and implemented sustainability projects at different points throughout the company grounds and beyond. The route between the stations forms the Blue Path. Passers-by at the headquarters in Tumlingen will notice a new shuttle system in the Global Distribution Center at the headquarters. The company was distinguished by Environmental Technology Baden-Württemberg (UTBW) as one of the “100 companies for resource efficiency” for this effort.

Sustainability Management at the fischer group of companies incorporates the twelve guiding principles of the Wirtschaftsinitiative Nachhaltigkeit (WIN - Sustainability Economic Initiative) of Baden-Württemberg, as well as the Sustainable Development Goals (SDG) of the UN.



# Guiding Principle 01

## Human and labour rights

As a company that is active worldwide with locations in over 30 countries, as well suppliers and customers around the world, the fischer group of companies considers it its duty to actively support human and labour rights.

Following the fischer mission statement, all company activities are based on the basic values of "innovative, personally responsible and reputable", with the goal of generating profit. These basic values are the benchmark for daily work at the company, and the foundation for successfully shaping its future. The fischer mission statement applies to all employees worldwide as the "Code of Conduct", and has been translated into 27 languages. One key area is the group's reputable conduct, as one excerpt from the mission statement shows: "We behave in an appreciative and self-critical manner, are trustworthy and reliable, take heed of rights, norms and cultures, and expect our partners to do the same. We give ourselves rules and adhere to them." In order for all new employees to become familiar with the mission statement as soon as possible, they receive a mission statement training during the Welcome Days. This is intended to create a foundation for the transfer of company values into personal action. Through annual training on the mission statement, managers at the group of companies ensure that employees consistently live out its principles.

Appreciation is a topic of particularly high importance to company owner Prof. Fischer. At fischer, people are the focus – as shown by the company's high investments in education and training as well as in the many social activities provided.

Collaboration with the worker's council is trusting and constructive. After the works agreement 2025, compulsory redundancies have been excluded at all German locations of the fischer group of companies.

The fischer group of companies takes its responsibility for corporate due diligence throughout the supply chain seriously. In selecting its partners, fischer is conscientious and performs audits as part of its supplier management before delivery begins. These audits not only consider efficiency, but also evaluate the potential partner in terms of how it treats people, safety, and the environment. External partners of the company are committed to complying with social standards with regard to human rights, working conditions and protecting the environment. They confirm this by signing the "Regulation of business methods". The Supplier Management division provides an important contribution to ensuring compliance with these specifications, by keeping an eye on compliance with standards – from supplier selection, award of contract, incoming goods and everything in between. If applicable rules are violated, or in case of negligence, fischer's intention is to forego collaboration or end the existing supply relationship.







# Guiding Principle 02

## Employee well-being

Motivated employees are a crucial factor in mastering the current and future challenges of a globalised, fast-paced world economy. This is one important reason why the fischer group of companies invests so much in promoting the health of its workforce, in order to ensure the health of all. A freely available company physician and fitness courses at the Klaus Fischer Training Centre contribute to this goal. Regular audits throughout the entire company ensure that all work stations – in the office as well as in production or logistics – are ergonomic. Currently, all work stations are successfully being equipped with height-adjustable desks and acoustic elements, so that they represent a modern office concept with a focus on ergonomics and noise reduction. The fischer group of companies has its own fitness studio for its workforce and retirees, which can also be used outside of work hours. Professional fitness trainers and physiotherapists are available to answer questions and help you achieve your athletic goals, as well as improve your health and well-being.

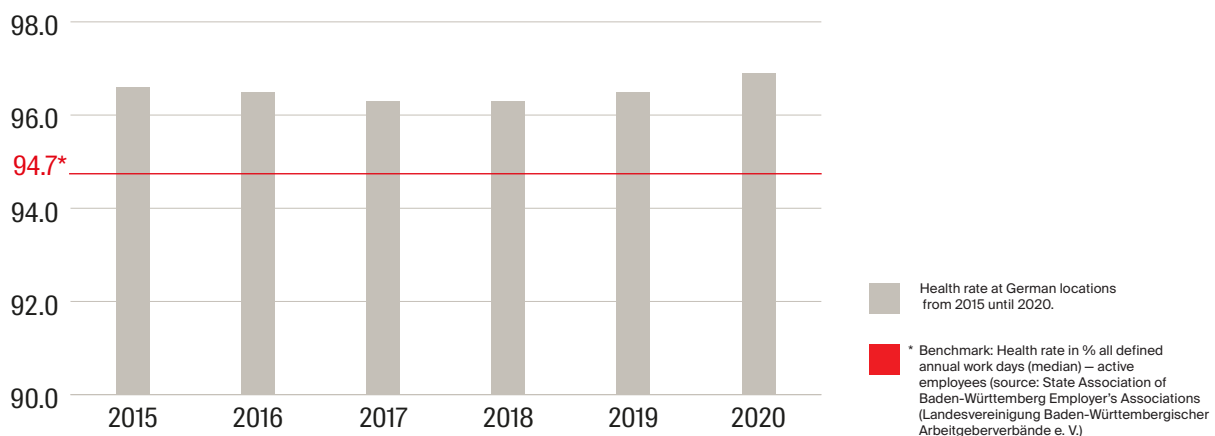
In addition to high-quality muscle development or endurance training equipment, the fitness studio also offers a variety of sports and health courses (such as yoga, back fitness, jumping fitness, HIT) and physiotherapy services (such as massages, Kinesio taping, vibration therapy). In addition, now employees can take advantage of full-body EMS training as part of their personal training services. Electromyostimulation training (EMS) is a highly effective, efficient training method for increasing muscular strength and mass, and reducing body fat.

Health-related subjects also play an important role outside the fischer fitness studio: Nutritionist Sven Bach supports the employees with nutrition presentations and “Healthy nutrition weeks” at the company restaurant. In addition, the topic of “sleep” has been addressed in seminar series and presentations, giving interested employees the opportunity to improve the quality of their sleep with the help of an external consultation.

The company is also integrating the topic of “Digitisation” into its corporate health promotion by holding a digital health day, and introducing the WORK-LIFE PORTAL health app. These measures are able to reach all interested employees at the fischer group of companies, across all locations. In addition to topics such as nutrition and sleep, healthcare is also another important part of corporate health management. Examinations, such as skin cancer screenings and colorectal cancer screenings, are offered annually depending on the focus areas.

The company restaurant offers diverse, freshly prepared menus as well as salads or vegetable buffets daily. In addition, there is a low-fat and delicately steamed healthy option for everyone who would like to enjoy a particularly conscious and healthy diet. All meals are subsidised by fischer so that employees can enjoy high quality food at an attractive price. The company restaurant at the Tümlingen headquarters has received the award “Germany’s Best Cafeteria” for the third time in a row. The jury awarded the cafeteria four stars for its “outstanding concept and comprehensive implementation”. Jurors in the renowned Food & Health initiative particularly praised the fact “that there is training on the topics of nutrition, cooking, and health” during their review this year of the Klaus Fischer Training Centre (BiZ). The intensive selection process to name Germany’s best company restaurant began last summer. With its many measures focused on corporate health management, fischer ensures a high level of health at its German locations, especially compared to companies of similar size in Baden-Württemberg and nationwide.

Making breaks and work hours more flexible provides an even larger window of time to take a class during the lunch break, another way of promoting a good work/life balance.





### Occupational safety at fischer

Occupational safety and employee health have always been highly important to the fischer group of companies. An occupational safety structure that has been established over the course of decades ensures that there is an awareness of legal and official requirements and that these are also comprehensively implemented. Well-developed preventative work, based on the "Vision Zero" DGUV strategy, is intended to avoid all work-related accidents within fischer. This strategy is based on the conviction that any accident can be prevented if managers and employees do the right thing in advance.

#### There are multiple building blocks that contribute to achieving the "Vision Zero" goal:

- Detailed risk assessments are prepared in close collaboration with employees, which are used to analyse all work areas and define measures for safe workplaces.
- All employees can contribute actively in the area of occupational safety: Critical situations in the workplace or near accidents must be reported to the relevant entities. Solutions to correct and minimise risks are created daily on the shop floor, then approved directly for implementation.
- The digital first aid log can be used to evaluate areas where injuries could occur, in order to define and implement further accident avoidance measures.
- A complete analysis of incidents describes their causes in detail. Then, measures are defined in collaboration with managers and employees, in order to reduce these risks to an acceptable range.
- Planned tasks are reviewed through a last minute risk analysis (LMRA). Specific measures are implemented before beginning work in case of potential hazards.
- Potential hazards when working with or through third-party companies and service providers are included in a construction site-specific risk assessment. Further specific measures are defined for safety at construction and work sites where necessary.

Preventative measures for reducing and preventing work-related accidents also include mandatory training sessions for all managers on "Responsibility for occupational safety". In addition to the fundamental principles of occupational safety law, managers learn about relevant rights, obligations, and available actions, and learn how to properly conduct trainings. This year, the annual occupational safety training by management can be completed as a hybrid brief instruction / e-learning course for the first time. The oral instruction can be shortened, but not replaced, by completing an occupational safety e-course. In addition to making training transparent and uniform, the primary purpose of this is to ensure that the content is better retained by employees.

Staff members begin learning about the topics of occupational safety and health protection during the Welcome Days or on the shop floor each day. By actively supporting the employee, the safety topics can be addressed directly while preventative measures are worked out and implemented.

In order to optimise the workload for employees, an employee survey was also held in 2021 on the topic of "Healthy working conditions together". The goal of this was to identify psychological strains in the workplace resulting from a poorly designed work organisation or work materials. Doing so can help improve working conditions at fischer and increase employee satisfaction and well-being.

#### Loans at favourable conditions and interest-free advances

In order to help bridge financial shortfalls, the group of companies provides loans and advances to fischer employees at very favourable conditions.

#### Support Association

Also, employees and their relatives are assisted in emergency situations with payments from their own Support Association. This service can be utilised when employees find themselves in need through no fault of their own and cannot get out of the situation on their own.



The **health rate** for 2020 was

# 96.9%

this means that fischer employees are **healthier than average**.

# Guiding Principle 03

## Stakeholder groups

### Stakeholder workshop

In addition to internal suggestions from the fischer workforce, external ideas and feedback are also very helpful. Important stakeholders have specific expectations of fischer, and are generally willing to discuss these with responsible managers at the company based on a materiality analysis. In light of this, several years ago we began identifying relevant and influential stakeholders who can provide valuable insight to fischer's sustainability focus. The fischer group of companies holds the Stakeholder workshop with them every two years. By doing so, fischer cultivates open, fair dialogue based on partnership with everyone involved. The composition of the group changes often, due to the varying focal points it takes up. Our stakeholders include customers, dealers, sales partners, suppliers, representatives of regional communities and the district, associations and organisations, as well as non-governmental organisations, national associations, environmental groups and scientists, and

members of the scientific community focused on sustainability. This diversity of involved groups helps us identify and gain new perspectives and approaches.

### Surveying the stakeholder groups

A quantitative survey, called the materiality analysis, is completed in advance so that we can work effectively and efficiently during the two-day stakeholder workshop. The members of the general management and the Works Council on the one hand are taken into consideration from fischer, as well as the surveyed stakeholders on the other. The purpose of the materiality analysis is to define the priorities of current significant sustainability topics, in order to identify new areas of action for fischer. The results from the individual groups are then compared and discussed, including any controversial topics, in the workshop.

### Targeted dialogue

In order to continue its ongoing, open dialogue with all stakeholder groups, fischer invited them to the third Stakehold-

er workshop in March 2020; this time, it was held at the Waldachtal and Denzlingen plants. Practical examples of the Blue Path were outlined once again during the workshop. Then company representatives and stakeholders discussed the areas of potential, deficits, opportunities, and challenges posed by fischer Sustainability Management with the guidance of a neutral moderator. The combination of internal materiality analysis and stakeholder workshop with representatives from every dimension of sustainability serve as the basis for collaborative development of the company towards more sustainability. We are implementing this format consistently at fischer in order to carry out this conviction. The results are integrated into the WIN Charter objective concept and further sustainability process of the group of companies. The next stakeholder workshop, which is planned for the second quarter of 2022, will address adjustments to the materiality analysis, in order to detail relevant topics in a more company-specific manner.

With this approach fischer is establishing a best-practice - example within the framework of the WIN Charter guiding principle dossier.





# 51%

of goods come from Germany.



# 34%

of goods come from the EU



# 15%

of goods come from Asia.

Supplier structure in the procurement for German locations.

## Guiding Principle 04

### Resources

The fischer group of companies is dependent on its suppliers, world markets, available raw materials and services.

To ensure these remain available in the future, external resources must be used responsibly and efficiently, in line with SDG 12, responsible consumption and production.

It is important to define and maintain a respectful, value-oriented, and economical approach to handling resources. Because of this, purchasing works closely with adjacent functional areas. With certification in accordance with ISO 14001, fischer will confirm the conformity of purchasing processes and the internal processes with the environmental standard during the annual audit.

#### Suppliers

External partners are selected according to the criteria of "Decent work and economic growth (SDG 8) and "Occupational safety" as well as "Good health and well-being" (SDG 3). Because of this, even long-term supplier relationships are subject to a comprehensive and thorough regular auditing system.

In this context, we are addressing the upcoming Supply Chain Act, which describes corporate due diligence obligations in supply chains, and which was resolved by the Cabinet in 2021.

fischer has continuously increased the share of audited A-suppliers since 2015 in order to require further HSE-awareness

(Health, Safety, and Environment) from its suppliers as well as improve product quality. In 2018, 69 percent of the A-suppliers were audited, which represented a further increase of 7 percent over the previous year. The audit rate was reduced to 43 percent in 2019 due to organisational changes in the area. 2020 posed unique challenges for supplier management, since on-site supplier audits could be carried out only on a limited basis due to the pandemic. The company was able to achieve an audit rate of 30 percent through a combination of virtual audits, completing audits through external service providers in the countries where goods are purchased, and supplier self-audits with virtual review of the results. It was possible to maintain a high level of quality through continuous communication with business partners. Alongside the SDGs, the basis for the audit system and the prioritisation of the audit is the annual supplier assessment with the factors of quality, service, delivery performance, environmental competence and economic efficiency.

Both availability as well as economic efficiency influence the source from which the external services required by fischer are purchased. When selecting the countries of origin fischer follows a strict "total cost of ownership" principle.

This means: Unnecessary, long transport routes are avoided as much as possible and those sources are preferred whose standards correspond with the ecological fundamental rules at fischer locations.

This is also reflected in the supplier structure: 51 percent of goods come from Germany, 34 percent from European countries, and the remaining 15 percent from Asia.

#### Production

One of fischer's highest priorities is that the raw materials and production materials used meet recycling and waste management requirements. The return of materials to the cycle is very important both on economic and also ecological grounds. For instance, virtually 100 % of waste accrued during the production of plastic dowels is reused internally and externally, fischer has progressed significantly in this area over the last few years. The percentage of material or thermally reusable waste is constantly above 99 percent.

Since 2016, the individual waste fractions have been examined in even more detail in order to identify further potential for reducing the total volume of waste.

In the area of waste management, fischer only works with certified disposers who are able to guarantee proper disposal for the group of companies.

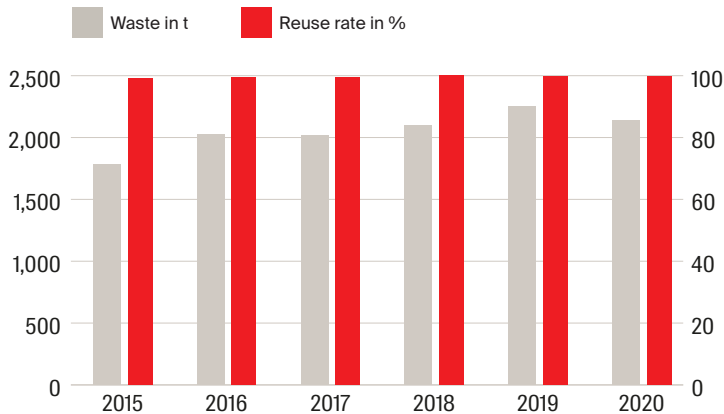












Waste amounts and reuse rates at the Tumlingen location, with regard to commercial and production waste.

### Processes

At the Tumlingen location, fischer has permission to take water from its own spring, which is used for indirect cooling purposes in the production department and for irrigating the green areas.

Drinking water consumption at the Tumlingen location has remained constant, despite an increasing number of employees, and is about 10,000 cubic meters per year. The increase of source water consumption from 2017 to 2018 can be traced back to the long summer

period in 2018, and the resulting high demand for cooling and irrigation. The percentage of drinking water from the overall water consumption was reduced.

### The design of new projects follows the sustainability postulate

fischer also focuses on using resources sustainably in its processes. We are continuously developing our company, and using new analytical approaches and the latest methods to identify potential improvements in saving resources and energy and optimising process-

es. As part of this, we are completing our first analysis using the "Material Flow Cost Accounting (MFCA)" method as part of the material efficiency program of environmental technology BW (EFFIMA). In addition to costs, all material and energy consumption and loss quantities are recorded in this approach. Findings from the pilot workshop are now being expanded to additional products and processes.

One example for how to use resources carefully is a process improvement in our chemical production area. There, the dusts produced during solid materials dosing are collected separately by type, and then reused. This generates savings in material and disposal costs, reducing the quantity of special waste by 3 tons per year, and improving occupational safety by improving suction efficiency.

The packaging used in overseas and air cargo has also been improved, with a focus on reducing costs. As part of the optimisation several sustainability aspects were also served. This includes, for instance, reducing packaging costs, levelling out employee capacities, reducing injury risks and a significant reduction of 32 tonnes of packaging material.

Another project in logistics was the procurement of a new stretch system with the goal of lowering transport damages as well as optimal load securing. Individual stretch programmes also enable a reduction of foil usage, which also prevents malfunctions, downtimes and maintenance. Manual stretching is reduced to a minimum, and there is no need to manually add a cover sheet, since this is fully integrated the process. The system also stands out with its simple operation via PLC panel, quick roll exchange, and reduced film consumption per pallet.

Injection moulding technology of physical foaming also reduces the usage of resources. By using MuCell® injection moulding technology it is possible to reduce resource usage of energy and petroleum-based plastic in the production of fischer automotive



# 99.98%

of the 2,175 t of waste produced were recycled in 2020.



systems with improved dimension stability. At the same time customer satisfaction increases as it is a matter of a lightweight construction method with function-specific wall-thickness layout, compared to fill-oriented compact injection moulding.

Changing the manufacturing process for safety screws manufactured in-house achieves the goal of improving all three pillars of sustainability. The new process avoids so-called deburring scrap. First, resources are saved by avoiding 42.6 tons of metal scrap per year, and second, the machine does not have to be cleaned so frequently, which is a work-intensive process. This improves ergonomics for employees, along with the production time of the machine. In addition, we are reducing the manufacturing costs for the raw material by 15 percent.

In transport protection, the successfully implemented project "Bonding instead of stretching", which has won an award from "100 enterprises for resource efficiency" has saved resources and costs amounting to 33.6 tons of stretch foil and 50 TEUR per year. Initially, pallets were covered in stretch film to secure them during internal transport. This film was then removed again for the next process steps, meaning it was used for only a short time and resulted in high disposal costs. Converting the process to use an adhesive to secure goods during transport provided an optimised- waste-free way to secure goods.

#### Partnership

In general, collaboration with fischer suppliers is a vibrant partnership. It is characterised by mutual appreciation. The following principle applies: "It is not easy to supply us, but whoever manages it does it as a partner of the company". If suppliers fulfil the high requirements relating to quality, environment, innovation and costs, they can expect a long-term partnership with fischer.

In order to make an important contribution to the future and to the income situation, the task of the fischer group of companies and its partners is to constantly and consistently search for ways to design products more simply and affordably while maintaining quality.

At the same time, less material should be consumed. In-house this is being described as refinement.

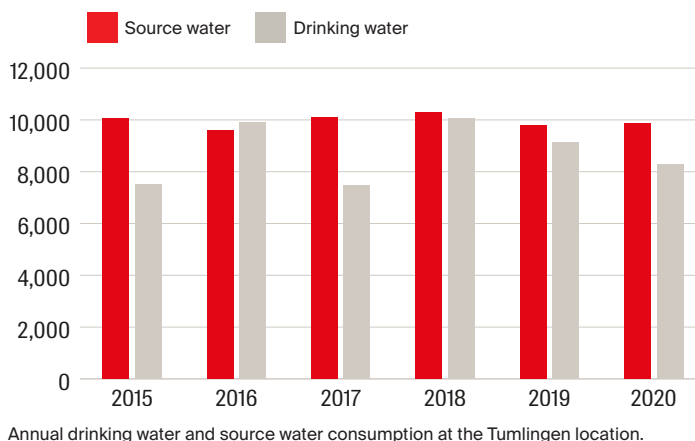
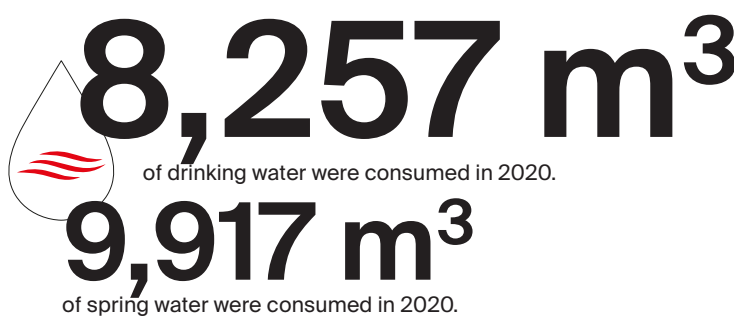
For instance, in various projects the dimensions of steel products are modified in such a way as to save several tonnes of raw material per year, with the same batch size and better quality. The implemented ongoing improvements with regard to sustainability fulfil the specific specifications of the twelfth global sustainability target and its approach to handling resources with respect to reduction, recycling, and reusing waste materials.

#### Consulting

Linking lean management approaches with sustainable resource efficiency offers high savings potential along the entire value creation chain. For fischer Consulting GmbH, value stream mapping - with the aim of sustainably removing of waste to ensure lean resource usage - is the focus of their consulting work.

In addition to in-house company process interfaces, this involves both suppliers as well as end users. Critical here is the fact that in the future, development, planning and production departments will work together as efficiently as possible in order to create general conditions at the start of the product development process, to ensure the most efficient and resource-conserving manufacturing of products and provision of services possible.

Experience shows that, by successfully implementing the fischer process system principles, the company is laying the foundations for a sustainably positive environmental balance, and for profit for all process partners.









# Guiding Principle 05

## Energy and emissions

### Energy

For many years, the fischer group of companies has engaged in active environmental and energy management. This topic has been firmly anchored in the fischer mission statement for decades, and also supports global sustainability target 7 (SDG 7) "Affordable and clean energy". The environment management system was certified in accordance with ISO 14001 in 1997. The successful implementation of an energy management system was then documented in 2013, with certification in accordance with ISO 50001. fischer thereby satisfied the legal requirement of an energy audit two years before it became effective.

In addition to reviewing its absolute energy consumption, fischer assesses energy efficiency by linking energy consumption with defined reference values. In accordance with ISO 50001, these key figures are called energy performance indicators (EnPIs). This approach to forming key performance indicators is based on ISO 50006, which provides additional guidelines on the main standard.

Energy is considered as system input here. In the production areas, the processed quantities of materials are used as the system output variable. In this way, production capacity utilisation is considered a main influencing variable for energy consumption, increasing the validity of the assessment.

Since the introduction of ISO50001, fischer plans to increase energy efficiency by at least 1.5 percent per year. This goal, which is anchored in the company strategy, has been achieved every year since that time. A variety of activities have contributed to reaching this goal:

Optimising manufacturing processes through the fischer ProcessSystem has increased production output to a greater degree

than the amount of energy required to do so. With regard to input, energy consumption has been reduced continuously by implementing energy saving measures. This positive development is reflected in the changes in energy key figures.

An internal energy team, comprised of managers from energy-related departments, works across locations and ensures the constant and systematic improvement of energy efficiency. The improvement measures include, for instance, procuring more efficient production systems, ongoing optimisation of peripheral equipment (such as air compressors and process cooling), switching conventional lighting systems to LED technology, installing more efficient ventilation and pump systems, and the plan to increase the percentage of energy generated in-house by installing in-house generation plants.

Furthermore, the successive establishment of the energy meter structure increases the transparency of the energy flow. This makes it possible to monitor additional areas and systems in order to identify optimisation measures and implement them in a targeted manner.







# CO<sub>2</sub> Emissions

have increased less rapidly in relation to revenue growth.

## Emissions

**Noise:** In order to assess environmental impact from noise emissions, fischer keeps a noise register that documents and evaluates the acoustic impact of German factories on neighbouring residential areas. The noise register is updated if there are any significant changes.

**Harmful substances:** In order to comply with limit values at work stations, emissions measurements have been integrated as a permanent component of the maintenance processes. Furthermore, the exhaust air that is emitted into the environment via the ventilation systems is checked for compliance with the stipulated concentration of harmful substances. The measurement results are used to identify any measures necessary for air purification.

**Carbon dioxide:** fischer is expanding its activities related to climate protection, and in doing so is following SDG 13 "Climate action". fischer will be integrating the optional section "Climate protection" in its reporting as part of the WIN Charter starting in 2022, for instance.

In accordance with the Greenhouse Gas Protocol (GHG Protocol) three emission areas (scopes) for carbon dioxide are differentiated:

**Scope 1:** Direct CO<sub>2</sub> emissions from burning fossil energy sources.

**Scope 2:** Indirect CO<sub>2</sub> emissions from the energy supplier's generation of energy.

**Scope 3:** Indirect CO<sub>2</sub> emissions from upstream and downstream company activities.

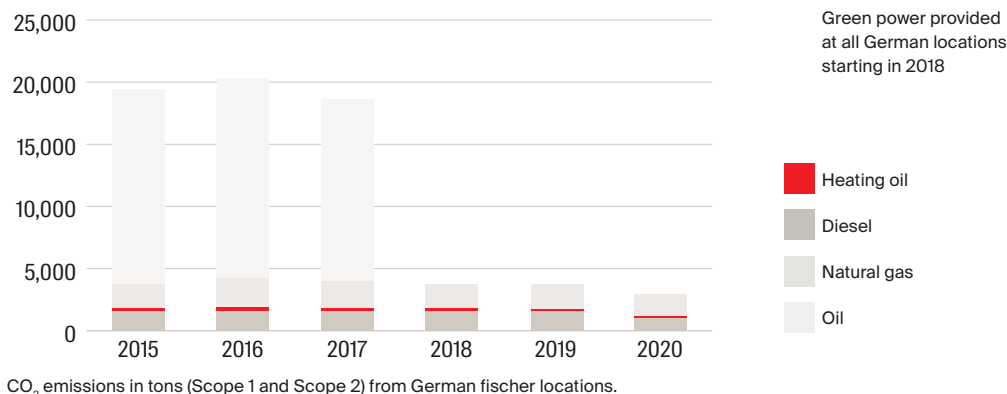
In 2017, the sum of CO<sub>2</sub> emissions of the German fischer locations (balance areas Scope 1 plus Scope 2) was still 18,646 tonnes. 79 percent of this total was indirect emissions from the energy suppliers' electricity generation. The share from Scope 2 was completely saved, since all German locations have been supplied with green electricity since the start of 2018. This comes completely from plants using renewable energy sources. The corresponding certificates from the energy providers have been provided.

Furthermore, fischer is working to further avoid and reduce its greenhouse gas emissions in all areas.

A CO<sub>2</sub> balance sheet (Scope 1 to 3) has been prepared for fischer Automotive Systems with the help of an external consulting firm. The Corporate Carbon Footprints (CCF) for the locations in Horb am Neckar, Ivanovice na Hané in the Czech Republic, Auburn Hills in the USA and Taicang in China are reassessed at regular intervals.

In addition, in 2021 the "Corporate Carbon Footprints" for the fischer fixing systems production sites in Germany, Italy, and the Czech Republic will be prepared retroactively starting from 2018 for the 2021 year.

This data serves as the basis for relevant improvement measures. In the Automotive area, CO<sub>2</sub> neutrality is becoming a more and more important requirement criteria for new projects from OEMs. In the future, additional "Product Carbon Footprints (PCF) will be calculated for select products and product groups as needed.



# Guiding Principle 06

## Product responsibility

fischer products are used in many areas of daily life and by virtually all age groups. This is one major factor that results in the company's responsibility to always deliver best quality products. The fischer group of companies is actively taking on this responsibility and continuously works to increase its high product quality even further.

This process, known in-house as the fischer ProcessSystem, begins long before the product is ready for sale. As soon as an idea for a new product is created, it is reviewed to ensure it is convenient, easy and intuitive for customers to handle. One example of improved user-friendliness is the new and innovative setting control for the FH II steel plug. This allows users to see immediately whether the anchor is properly set, without needing any tools.



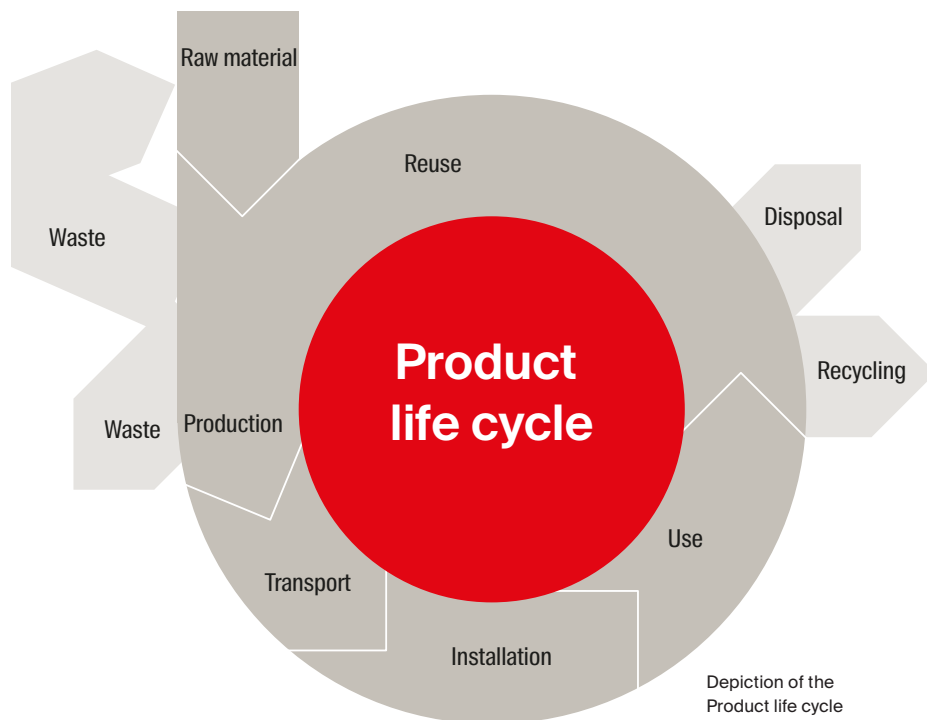
Product managers and application engineers are engaged in ongoing discussions with users and other experts involved in the supply chain to identify the needs of everyone involved. High quality products are no coincidence – when it comes to determining requirements and the subsequent development work, fischer focuses on the product development process. This ensures that nothing is forgotten and all process steps are conducted optimally.

In addition, the use of sustainable and durable materials is a primary focus of product development. One example of products made of sustainable or renewable raw materials is the fischer GreenLine assortment. It is produced of at least 50 percent renewable raw materials, the first assortment of its kind in the world to do so. fischer product management collaborates closely with production to develop resource-saving processes – this creates products manufactured in an environmentally-friendly manner at a low manufacturing cost. Customer-specific solutions are developed regularly – this is especially common in the fischer Automotive area. However, they are also developed in the fixings area: for example, the new Termoz CS II plug was developed to work in conjunction with the thermal insulation system from the system manufacturer to make buildings climate-neutral.

Another goal is to keep hazards that could result from individual products to a minimum. This includes refraining from using substances that are harmful to health or the environment and replacing them with harmless substances. This has made it possible for fischer to succeed, for the first time, in eliminating the raw material Benzoyl peroxide, which was previously considered essential, yet is classified as “harmful to aquatic organisms”, in a radical new injection mortar. With this innovation, the company has produced a patented system which is not subject to any hazardous materials designations at all. This important innovation has been available on the market since September 2021 under the name “FIS V Zero”.

We at fischer are also fulfilling our responsibility towards the environment in terms of the product packaging we use. Our packaging strategy is based primarily on the concept of the circular economy and on a focus on customers. In addition to fulfilling customer needs with respect to our packaging, we are concentrating on using recycled materials and raw materials from sustainable sources. The recyclability of our packaging plays a key role in this area. We want to close the cycle with intelligent packaging designs, to save valuable resources for the good of our environment and our fellow man. Based on this goal, we have defined relevant packaging targets for our company.

Organisation is vital. This applies in particular to fischer production. Clear sequences, clean tools and good planning are the basis for efficient production and a high standard of quality.



Whenever possible, products are packaged in materials that can be recycled easily. Then the product is ready to deliver. But our product responsibility does not end here. It continues through delivery to dealers or users. Our focus here is on low-emission transport. Unnecessary transport is avoided whenever possible. New, local warehouses and production sites have been established specially for this purpose, to ensure shorter routes and faster delivery to customers. Improvements have also been made at the Distribution Centre at the Tumlingen headquarters, and pick-by-light stations have been created for picking and packaging and additional storage options.

Depending on the region and the application, fischer products must satisfy various quality standards and in some cases verify them with corresponding certificates. We consider it our corporate responsibility to ensure each customer receives the product certificate they need.

The sales partners and customers of the group of companies should have enough time to use the products – even if they last indefinitely. This is why above-average storage-stability is particularly important. Dual-component resin capsules, for instance, and our FIS EM Plus injection mortar system can be stored up to three years for this reason.

When the product is in use, an appropriate service life must likewise be ensured: When it comes to steel anchors and

chemical fastenings, an operating life of at least 50 years is expected – in some cases even 100 years. For the FAZ II Plus and FIS EM Plus, specialised certificates and assessments were used to increase the service life to 120 years, significantly improving economic efficiency for users.

At the end of a long product life, the product should be re-cycled and reused. In this way, steel parts from fischer fixing systems can be reprocessed after they are removed from the structure. If the processing of plastic parts is not economically viable, they can at least be thermally reused. Packaging is processed in paper recycling or a recycling system like the German dual system. However, the product life of a fischer anchor does not end after the initial use: For instance, the fischer concrete screw UltraCut FBS II can be disassembled and reused several times for the temporary fastening of construction site equipment. Our products are analysed in detail throughout the entire product life cycle in value analysis workshops as part of efficiency projects, to check where and in which components we can reduce the use of raw materials or replace them entirely. We also investigate where valuable energy can be saved in manufacturing process steps and transport. By doing so, we at fischer are exercising our product responsibility throughout the entire life cycle.



# Guiding Principle 07

## Company success and workplaces

### Commitment to our own employees and to the society

The fischer group of companies economically successful and has great future potential. The long-term success of the company is ensured by the sustainable generation of profits in five company areas, which also secure jobs in the region. In addition to growing its revenue, the number of fischer employees continues to grow worldwide. Both developments confirm that fischer is an internationally successful and growing company. Ongoing, healthy revenue growth enables, among other things, extensive investments in training and the creation of more jobs. By encouraging long-term, inclusive and sustainable economic growth as well productive full employment and decent work for all, fischer is working to achieve SDG 8 (reference to page 10).

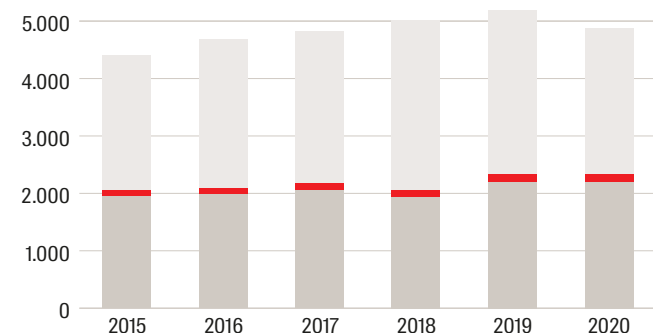
The basis for the company's success is the company's mission statement with its values. This also anchors the goal of generating the necessary profit required for the successful advancement and future security of the group of companies. "The biggest asset and the most important success factor in our company are its employees – not systems and buildings!" company owner Prof. Klaus Fischer emphasises. The company has a social responsibility towards its employees and the society, by facing current challenges and addressing the internal and external requirements of various stakeholder groups in an appropriate manner.

### Training and degree programmes

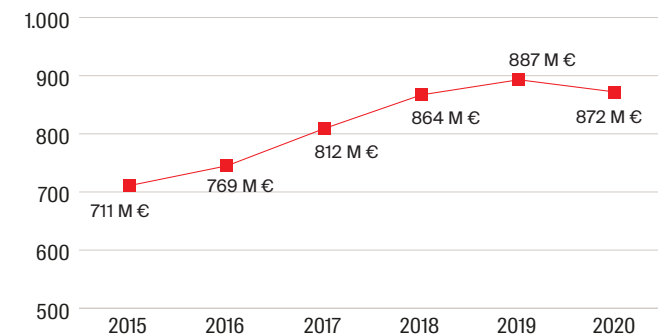
The diversity of training options available is reflected in the over 30 degree programme and dual studies programmes offered. The young professionals in these programs are active at all German company locations. Through high-quality training, the fischer group of companies is investing in young people over the long-term, enabling them to improve their future prospects both within the company and on the labour market as a whole. In so doing, the company also ensures its own young skilled staff. And this supports young people's start into working life.

As ideal preparation of trainees and dual-study students for the labour market, fischer conveys expert knowledge and places particular value on personal development. This is supported by various seminars on team work, communication, the fischer ProcessSystem and the independent organisation of projects, as well as by the annual trainee information day. In addition to the usual certificates, thanks to this training programme every graduate also receives the "fit for future" certificate, which confirms that the graduates' training extends far beyond the normal standard.

As it is becoming ever more important in these times of growing internationalisation to look at our own foreign-language and intercultural competences at an early stage in practice

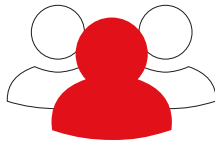


fischer group of companies – Number of employees



fischer group of companies – Gross revenue in € million

872 million euro gross revenues  
were generated in 2020 by



# 5200

employees

and to develop these further, fischer offers its apprentices and dual-study students the opportunity to visit one of its 50 subsidiaries in 38 countries. There are various opportunities to do so: Language trips with financial support, work assignments with an additional visit to a language school for trainees, or a practical and/or theory semester for dual-study students.

### Social responsibility towards company employees

Employees shape the company each and every day with their know-how and their commitment. In order for them to perform well, and stay motivated and healthy, fischer offers various opportunities that appeal to various target groups in their respective areas of life. Anyone can take advantage of and benefit from these services.

### Support programmes

Education and training are a high priority at fischer. The opportunities for life-long learning are promoted and supported by various measures by the company. The goal is to staff at least 60 percent of management and expert positions from the company's own workforce. fischer offers a comprehensive talent pool landscape for this purpose, to support employee development on different career tracks. The Management Talent Pool prepares employees specifically for future management tasks. As a strategic supplement to the management track, the Expert Talent Pool is offered as another development opportunity that promotes technical expertise in a targeted way, ensuring that it benefits the company. There is also special effort to promote young talent within the Junior Talent Pool programme. The development programme offers an opportunity for orientation and personal development. Employees can complete their degree while they work through the Academic Talent Pool. The Employee Academy was created to support employees in production and logistics who do not have a degree, or who have one from a different field. This qualification programme now enables another target group to have customised further training with a certificate programme.

fischer has made it its goal to offer women and men equal career opportunities within the group of companies. 30 to 40 percent of the participants in the various support programmes are women, and this ratio has increased significantly compared to the previous years. In principle, advanced training at fischer is possible at any time and in any phase of life - independent of age.



### Developing managerial staff

fischer offers its managerial staff a defined concept of strategic and needs-based measures that contributes to ongoing coaching of management work and prepares them for current challenges. These extensive programmes help managers at all hierarchy levels. The fischer group of companies expects management to be performed respectfully in accordance with the mission statement. The fischer management handbook is based on company values, and summarises the guidelines, tasks and tools for effective management within the fischer group of companies. The "Management at Fischer" seminar series was developed specially for managers, and addresses strategic topics and content related to the management model, serving as a framework for joint consideration of these topics.

### Welcome days

In order to give all new employees an ideal entry into the fischer family, every quarter there is an introduction week that focuses on getting to know the group of companies. In addition to practical support in production and logistics, employees become familiar with the mission statement and the philosophy of the fischer ProcessSystem, as well as a range of interdisciplinary and company-specific content. fischer's sustainability management is another of the topics introduced here. This way, everyone has the same starting requisites.

### Digital Learning

Digital learning is also highly important at fischer, in order to further advance digitisation within the group of companies and ensure employees can learn and expand their knowledge in a quick, flexible, and individual needs-based manner. In addition to introducing a Learning Management System, online seminars are held on current topics, and e-learning courses are available to employees on a wide range of topics like occupational protection, Office, 365, etc. The company plans to introduce an author tool for 2021 which allows its users to create their own e-learning courses. In addition, the possibilities of new digital formats like blended learning are being considered. Digital learning ultimately improves both the individual nature and independence (participants can learn whenever and wherever they like) of learning as well as the long-lasting retention of the content taught.

### Fair payment

Under a collective pay agreement employees receive appropriate remuneration within the framework of the Metal-collective agreement. In addition to the collectively agreed holiday and Christmas pay, a voluntary fischer special annual payment is also provided. After six months of employment, employees also receive the collectively arranged allowances for occupational pension schemes. In addition to the later statutory pension, a monthly contribution is paid for each employee into a pension fund. Another payment that is not required under the collective agreement is our "fischer pension". After a specific period of service, annual contributions are paid into a supplemental pension fund for each employee.

### Prizes and awards

The company's success is also exemplified by the appreciation we have received from our customers and recognized experts. Each prize and award we have received is a valuable proof of our ongoing improvement and development. Recent examples: Our company was named the "Global market leader champion of 2021" for the third time by the "WirtschaftsWoche" magazine. The list of global market leaders is put out each year by the University of St. Gallen after an extensive selection process.

In addition, "Stern" named our company "Germany's best employer of 2021" – the result of a large-scale survey campaign conducted by the weekly magazine alongside major market research company Statista. Over 47,500 employees from 650 companies took part. This is the first award fischer has received from Stern magazine. The opinions of our employees and the opinions of others within the industry each counted for half of the points when evaluating the surveys.

fischer took gold in the category of product design at the German Brand Award 2021 for the fischer DuoLine. The jury's professional judgement backing up the award was highly positive. They particularly praised the unique, dual-colour design. With this colour scheme, fischer has created an iconic design that perfectly embodies the company's brand values and conveys them to the world through millions of products. Our company received another award for its successful brand re-launch, through which fischer solidified its positioning based on a new brand management model, the fischer brand wheel. Fischer modernised its corporate design, strengthened its brand, and created a consistent global customer experience on this basis. The jury honoured the successful content strategy, which allowed fischer to establish itself on all communication and sales channels, both online and off, as the first point of contact for all questions relevant to fixing products and their use, as another winner. fischer won five prizes as part of the German Brand Award in 2020, including gold in the social media area, and is now continuing its successful path in this area.

The GreenLine assortment was also honoured as a GREEN BRAND Germany. The award, and related seal of quality, honours brands with a high level of verified commitment to climate protection, sustainability, and economic responsibility. Green plugs and injection mortar from fischer received outstanding marks in the ratings, exceeding the standard required significantly, by 51%.

The best consulting companies each year receive the "Top Consultant" seal. fischer Consulting was among the award winners for 2021. The consulting firm is part of the group of companies. The assessment was based on a survey of mid-sized companies that had previously worked with participating consulting firms. fischer Consulting won especially high marks, setting a new standard for advising mid-sized companies. For further information, see guiding principle 12.

The fischertechnik business area has twice been honoured by Focus Money for its commitment to sustainability. The honours were based on a survey in which 1,700 companies from 134 sectors took part.





The survey assessed which manufacturers are perceived as particularly responsible with respect to economic, ecological, and social considerations. fischertechnik was the test winner in the category of “toy manufacturers”, and won the award for “Commitment to sustainability” for this reason. fischer is one of the few companies in the toy industry to still produce its products in Germany, and invests in the quality of its products and in high-quality auxiliary materials. Its building blocks have been designed to be combined with one another since they were introduced in 1965, and fans praise them for their particularly high stability.

### Objectives

Industry 4.0 and digitalisation are treated as sub-projects of sustainability. The strategic goal of digitisation in the fischer group of companies is closely tied to sustainability. Our customers are at the heart of the company's ongoing digital development: New business models, innovative products and services, digital elements of sales and marketing, as well as in logistics and production, increase added value for our customers. Employees and their work environments are the focus in the course of digitisation. A modern digital infrastructure, and continuous improvements through new technologies serve as the foundation for efficient processes.

### Digitisation and sustainability

We in the group of companies understand the digital transformation as one aspect of sustainability. Advancing digitisation creates a variety of added values that positively impact sustainability at fischer. The employees of the group of companies see digitisation being implemented in internal processes and in collaboration with customers, to whom fischer is offering more and more digital business models.

fischer is implementing more cloud services in this respect, for example from Microsoft. These are operated in central computing centres. Some providers are already making operations more energy efficient in terms of data processing and storage. Microsoft has set the goal of having a negative CO<sub>2</sub> balance by 2030. Using digital media for collaboration and the increasing conversion to online processes have a positive impact on paper usage throughout the company.

### Digitisation of the business model for our customers

Added value for our customers is at the heart of the company's ongoing digital development: New business models, innovative products and services, digital elements of sales and marketing, as well as in logistics and production increase that value. The digital transformation at fischer is making processes more streamlined and more efficient, with the goal of providing products and services at the right time, right place, and in the desired quality. Delivery service and quality generate added value for customers. The fixing systems business area is one where intensive consulting is essential. Digital tools are designed to support customers in finding the right products. This not only avoids scrap and protects resources, but also supports users in properly installing products so that they fulfil their intended purpose.

The fischer Innovation Campus was opened in the spring of 2020. It serves as a creative environment, outside of the

everyday workplace yet directly adjacent to the company's main headquarters, and is a place where workers can generate ideas for start-ups and new business models in the former home of the parents of Prof. Klaus Fischer, the company's owner. The intention is that innovations developed there will speed up market-readiness and make a long-term contribution to the success of the company. The ConnectedProducts area is also located there, and is working on visionary fixing solutions. One of these is a sensor anchor that continuously measures the forces acting on the fixing, collecting relevant data. This product, the only one of its kind in the world, is making a key contribution to better building safety.

Beyond the product portfolio, digital services deliver further added value to fischer's customers: one example are “Building Information Modeling” (BIM) digital planning methods. This is the process of creating, editing, and using a digital model of a building as a twin of the real building. Ideally, this model is expanded and utilised by all stakeholders throughout the entire service life of the building, from the initial idea to the draft phase to building management. This makes it possible to plan the exact quantity of products needed early on, and provides a precise model of the building to the owner for maintenance work or future expansion. Start-ups also make everyday work easier for fischer's customers through digital solutions. One of these is the “Craftnote” app, designed for trade workers. The free basic version offers a central place to store files and clearly organised lists of tasks – an important tool for implementing process improvements. Charged modules, like digital forms, or time recording, can be added as needed. That makes the app the ideal tool to improve processes and communication on the construction site. More than half a million users have already installed “Craftnote”.

### Digitising corporate processes

Employees and their work environments are the focus of digitisation measures within the company. A modern, digital infrastructure, and continuous improvements through new technologies serve as the foundation for efficient processes and successful collaboration. Newly created opportunities improve internal processes, create transparency, and increase the degree of automation and process quality. By using new and innovative digital products, the group of companies is able to create attractive, future-proof jobs for its employees. In addition, automating trivial processes and avoiding waste in the process makes it possible to create new, exciting tasks and projects.

The digital transformation impacts all processes and departments within the company: Industry 4.0 is used to optimise core processes in production and logistics and digitise HR processes, for instance with modern solutions for conveying knowledge or recruiting personnel.

# Guiding Principle 08

## Sustainable innovation

The fischer name has always stood for innovation. In 1949, company founder Artur Fischer invented the flash unit for cameras with synchronous triggering. The legendary S plug was then invented in 1958, still considered an icon of fischer and for the fixings industry as a whole even today.

fischer holds over 1,500 patents, and 20 times more patents are registered per company employee than the average in the Germany economy. Approximately one third of these are directly implemented in new products, procedures or applications. The industry average is 0 percent. The percentage of new products is measured in relation to the entire assortment. In 2020, new products made up 13 percent of products within the fixing systems area of the company.

fischer construction engineers, mechanical engineers, materials experts, chemists and engineers for energy and environmental technology work closely with suppliers and partners in order to create the best products with regard to performance, quality, safety and sustainability. Ultimately, products are parts of overall systems, and must work perfectly at the interfaces between them.

For example, to date hollow drills are integrated in the approval documents of 32 of the over 50 approved fastening systems, so that the processors can use an innovative drilling method that enables faster progress without requiring additional drill hole cleaning. Hollow drills already produce over 95 percent less fine dust in comparison to conventional hammer drilling.

fischer has offered the FSS 18V cordless impact driver and the FVC 35 M vacuum since 2019 as perfect products to supplement its core range. These allow the company to offer its customers a complete system, from dust-free drilling with the vacuum to innovative fixing technologies to quick assembly using the impact driver. Tradesmen can purchase everything they need for creating drill holes or concrete screw installation from a single source at fischer. The system was optimised in 2021. In addition, fischer is a partner to the “Cordless Alliance System” (CAS). Under this system, the impact driver is compatible with batteries and chargers from other leading manufacturers, saving cost and space for users.



### Concrete screw UltraCut FBS II

fischer is taking a new approach to production technology with the fischer concrete screw UltraCut FBS II – it is suitable for handling extremely high loads, and can be reused under certain conditions. It can serve as a temporary anchor even in green (young) concrete, with a strength of just 10 N/mm<sup>2</sup>. Different designs are permitted for many different screw fitting or anchorage depths depending on their diameter to match the loads involved. The UltraCut FBS II is now available made out of rust-resistant steel (A4) as a supplement to the product line. Its specially hardened red tip ensures noticeably faster and more secure assembly. Since it is made of rust-resistant steel, the product is ideal for use in wet and outdoor areas. The UltraCut FBS II with a 6 mm diameter is also new, and specially designed for redundant fixings. New production technologies and associated expertise have been expanded for manufacturing powerful concrete screws for the best possible installation comfort. These make it possible to disassemble the fixing and reuse it multiple times for temporary anchors, saving valuable resources. Because of this, they are ideal for fixing pipes, cable trays, and other media lines.





**fischer GreenLine**, the first fastening assortment worldwide with dowels and injection mortar produced using over 50 percent renewable raw materials.

### GreenLine

fischer is the first manufacturer worldwide to produce dowels primarily from renewable raw materials. All products in the fischer GreenLine assortment are produced from at least 50 percent renewable raw materials. These do not compete with food and feed products or with corresponding cultivation areas. The assortment includes six plugs that, up to the present, are available only in grey, as well as the dual component injection mortar FIS GREEN for heavy loads, which has been certified for ETA approval option 7 and masonry.

fischer chemists developed recipes using renewable raw materials specifically for this purpose – another global first. The percentage of renewable materials was confirmed by independent testing and certification by the DIN CERTCO / TÜV Rheinland. Even the plastic cartridges for the FIS GREEN are made of bio-based materials. The products are in the "BIOBASED 50 - 85 %" class.

### Anchor bolt FAZ II

By consistently analysing customer needs, applications, and their difficulties using prevailing regulations, the company has succeeded in generating solutions such as the approved use of cap nuts, the use of holes drilled in inch sizes, or the use in solid sand-lime brick and use for service lives of over 120 years (previously 50 years).



fischer is also contributing its knowledge in the area of approval work, conducting basic research that establishes standards and improves efficiency throughout the entire construction industry. The approval for normal steel bolt anchors with a variable service life in outdoor use is based on the company's research, for instance. This approval was applied for the first time to the hot-dip galvanised steel bolt anchor FBN II for non-cracked concrete. The sustainable and efficient FDBB bolt anchor is also the result of a consistent focus on customers, and can be used to attach high loads, then reused to create another attachment point after the work is complete.



## PowerFast II

fischer received the German Design Award 2020 in the “Building and Elements” category and the Red Dot in the “Red Dot Award: Product Design 2020” for its chipboard screws.



reddot winner 2020  
innovative product



The new PowerFast II chipboard screws combine technological expertise with high-quality design. The product stands out for its universal applicability in wood construction, as well as its excellent performance. The PowerFast II likewise fulfils high standards in terms of its design. The screw prevents surfaces from being ruptured.

## “Craftnote” tradesmen app

fischer and the GC Group are combining forces in a strategic partnership to further develop the start-up, which was founded in 2018. Craftnote is a communication and project management platform for companies in the trade sector. The app serves as a practical, legally conforming alternative to previously available solutions on the market. The app is specifically designed as an open platform available to all manufacturers and dealers, and can be linked to other software programs for tradesmen.

## FIS V Zero – Background information / technology

Peroxides have been used as hardening agents for chemical fixing systems for decades. Benzoyl peroxide is so widely used as a raw material for radical curing vinyl ester resins that it is used by all manufacturers of chemical fixing systems. However, Benzoyl peroxide is also considered sensitising, irritating to eyes, and poisonous to water organisms, with long-lasting effects under CLP classifications.

Because of this, fischer has been working to replace this raw material. In addition, besides replacing peroxides, another goal of the new product was to develop fixing systems completely free of any labelling requirements that do not produce any environmentally-harmful emissions in accordance with current REACH regulations.

Through systematic basic research, the company has succeeded in replacing the raw material Benzoyl peroxide, previously considered essential for the curing reaction, with a completely new hardening principle for fixing systems – Aldimine technology. Aldimines are synthetic products made of amines and aldehydes. Vinyl ester resins can be cured using specialised aldimines and metal catalysts. The new technology, which has been registered for a patent, serves as the perfect foundation for the injection mortar FIS V Zero. In addition, all available raw materials were investigated in terms of their labelling and environmental impact, in order to achieve the goal of eliminating all labelling requirements. Whenever possible, only raw materials free from such requirements were selected

when formulating the FIS V Zero. This technological advancement is referred to generally as “Zero hazard technology”.

Therefore, FIS V Zero is a new and innovative fixing system that observes the REACH regulation governing labelling requirements for products, as well as fulfilling the strict criteria of local authorities to be considered highly environmentally-friendly and highly recommended. The product minimises risks to processors and the environment in a unique way. By eliminating the need for a safety data sheet, it also reduces administrative work for our retail partners, simplifying the logistics process.

## fischer FiXperience Suite

The fischer dimensioning software FiXperience supports planners, structural engineers and craftsmen in securely and reliably dimensioning their projects. FiXperience uses a modular design, and fulfils key international standards and all requirements for global use in a wide range of applications. The modular structure of the program incorporates engineering software and special application modules. This means that entire projects and individual applications can be planned in a targeted and cost-effective manner. The company BWM façade systems has been part of the group of companies since 2018. Through innovative products and intelligent design, the company optimises and even eliminates thermal bridges in façade sub-structures. Through this partnership, fischer is making an active contribution to saving energy in buildings and efficiently reducing CO<sub>2</sub> emissions.





### fischer DuoLine

The innovative plastic fixings in the fischer DuoLine combine a variety of functions in a single product, through dual component technology. With the self-tapping fischer DuoBlade, plug installation is completed at the same time as the drilling process. The fischer DuoPower offers a unique geometry which allows it to expand, knot, or fold depending on the substrate, and is a universal solution for customers for any building material. In addition to their added functionality, the products stand out for award-winning design. DuoLine products have received the “German Design Award” and the renowned “Red Dot Design” Award, among other distinctions.

### DuoSeal

With the fischer DuoSeal, the company is launching an innovative plastic fixing that can be used for secure attachment in wet areas, while simultaneously sealing the drill hole. This makes assembly work much faster and simpler for plumbing, heating, and air conditioning tradesmen, do-it-yourselfers, and all other users. The DuoSeal makes it possible to create seals in wet areas in accordance with the specifications of DIN 18534 and ETAG 022.

### EasyHook

fischer offers the new EasyHook assortment for handling and attaching construction elements. The broad product range includes J-hooks, eye hooks, and angled hooks that can be attached to countersunk head screws as adapters. Assembly is simple, and can be completed quickly either directly in the wood or in all other common building materials using the fischer DuoPower plug. Thanks to the glass-fibre reinforced plastic, the hooks can handle heavy loads with up to 80 kilograms per attachment point, depending on the substrate.

### TermoZ CS II

The TermoZ CS is the strongest screw-in plug for secure attachment of any insulation panel on solid and hollow building materials. It was developed to meet the needs of processors - meaning the TermoZ CS is simple to use and guarantees fast installation. The TermoZ CS insulation fastener is approved for all common classes of building materials. The optional CS setting tool guarantees an optimal setting process, without imperfections caused by the plugs. The product has already been launched.

### Innovative façade solutions

The company's force of innovation goes far beyond its product range. The planning expertise of fischer BWM façade systems allows the company to make an important contribution to drafting and planning sustainable façades. The properties of curtain wall, ventilated façades are essential for the future: A positive ecological balance with high energy savings, a long service life, and the ability to be recycled and disassembled into their individual components. Likewise, they also help create a healthy indoor climate, with the airflow continuously removing moisture from the building and from use in back-ventilated areas. Another feature which makes curtain wall, back-ventilated façades so important for achieving future goals is their economic efficiency: Low cleaning and maintenance requirements, a long service life, high energy efficiency, integrated lightning protection through a conductive subframe system, the ability to install in any weather, long-term financial security, and effective protection against the weather are central requirements in this area.





#### FA-ST II Set bolt anchor setting device

The new FA-ST II Set bolt anchor setting device allows bolt anchors to be installed quickly and easily, and saves a significant amount of time during installation, in particular in series installations. Thanks to its modular design and the common dimensions it includes (M10, M12, M16), the set is designed for universal use. Our special fischer bolt anchors, the FAZ II, FBN II, FBZ, and EXA can be installed more quickly, easily, and safely using the FA-ST II.

Sustainability need not be a competitive disadvantage – on the contrary, a commitment to sustainability inspires innovation and quality products throughout the company. Many years ago, fischer laid the groundwork for successful innovation – a foundation it has expanded over time through targeted measures:

- developing pre-development in house to advance research alongside other institutions, in order to implement innovative products, production processes, and procedures.

- Supporting start-ups in the founding phase. They are able to get new product ideas ready for market in small and effective teams. The company has created the structures and facilities they need to do so through the fischer Innovation Campus and other measures.
- Creation of an open and innovative company culture based on the mission statement introduced in 1987, with the help of the ongoing improvement process (introduced 2004) and the fischer ProcessSystem (entirety of our business processes and the organisational principle with which we align it with our goals) that developed from it, and including the fischer IdeasProcess (introduced 2006, process for improvement suggestions).
- Involving and motivating all employees with bonuses, an annual fPS prize and inventor remuneration.
- Ongoing support for the innovation process by the management via the “Product Policy Board” (management committee for development projects).

#### Roadmap

This depicts development projects with their most important key data, such as scheduling and strategic assessment, and serves as a foundation for the Product Policy Board.

Creation of structured, sustainability-oriented innovation management (holding innovation workshops, for example with the involvement of 3R thinking - Reduce, Reuse, Recycle - and introduction of an IT-based standard process with PDP (Product Development Process) and fiPATIS.



# Guiding Principle 09

## Financial decisions

As an owner-managed company, the fischer group of companies places a premium on having the highest possible degree of autonomy and independence. This also means that the capital required for our investments and operational business comes from our own funds. If external financing is necessary or beneficial, when choosing finance partners the focus is on their reputation, creditworthiness and how they deal with stakeholders. Financing is generally obtained from institutions with which we have long-term relationships, built on trust. As part of the financing decision, the fischer group of companies also looks at guaranteeing sustainable financial leeway at all times. Financing is generally de-

clined if it would limit the group of companies' autonomy, or include risks for the company. When it comes to investments, or focus is on the sustainable economic development and long-term success of the fischer group of companies. In addition to economic aspects, employee matters and environmental aspects are also included in investment decisions.

# Guiding Principle 10

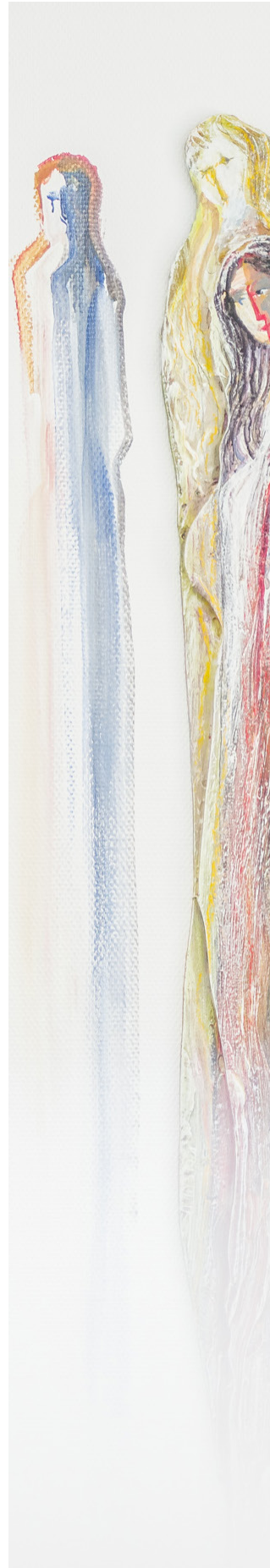
## Anti-corruption

fischer condemns any type of corruption or benefit gained from illegal and unethical practices. This applies to all activities in the group of companies and also for all countries in which fischer is active. The value "reputable" has been a basic value in the company's mission statement for decades, and excludes any form of bribery (active corruption) and venality (passive corruption). Any breach of the company's values is not accepted and will be investigated accordingly.

However, compliance at fischer is not just restricted to anti-corruption measures. Instead, compliance requires responsible action from each individual that is in line with all applicable laws, fischer's mission statement and internal guidelines.

In order to ensure and encourage compliant conduct, managers and employees are annually trained as part of the training programme in the mission statement and in compliance. This gives employees the tools to make the right decisions in difficult situations and minimise risks. One area of focus is to convey to employees how corruption, fraud, embezzle-

ment and breaches of trust can be avoided. The "Code of Conduct" works agreement contains binding rules of conduct for handling benefits, selecting suppliers and service providers, and dealing with information, as well rules for implementation, including the central contact persons for reporting violations. An online decision-making tool has also been set up to help with handling benefits. As part of internationalising the internal controlling system (ICS), minimum controls were established for the national companies for significant processes by the central ICS working group, then transferred into local risk controlling matrices. Each national company has appointed an ICS coordinator to monitor the completion of controls. In addition, regular audits are conducted to ensure controls are carried out properly. Last year, a whistleblower system was introduced at our Chinese national companies. During the reporting year, a central whistleblower system was introduced with the goal of having it rolled out as an initial step by the end of the year in all European national companies.





# Guiding Principle 11

## Regional added value

### **Responsibility towards the region and our fellow man**

The group of companies exemplifies its social responsibility in many different ways, including through its involvement in numerous projects throughout the region. In this way, fischer makes an important contribution to attaining Sustainable Development Goal 9: Establishing a reliable infrastructure, promoting inclusive and sustainable industrialisation, and supporting innovations.

### **Knowledge factory / School campaigns / Education initiatives**

Together with over 120 companies and foundations from various sectors, fischer has been committed to supporting knowledge-transfer and the development of competence in technology, science, economic education and entrepreneurship - both financially and with personnel. Company owner Prof. Klaus Fischer was active as a founding member of the Knowledge Factory from the start, in order to support pre-school and school children with innovative education projects, to feed their thirst for knowledge and curiosity and thus to support their development. In this framework, the fischer group of companies is successfully realising the Erzählwerkstatt (fischer's own story tent), TECHNolino, KieWi (children discover industry), KiTec (children discover technology), School2Start-Up and SIA (school pupil engineering

academy) and TECademy projects with numerous nurseries and schools. In addition, fischer gives female students insight into technical professions on Girls' Day, in order to inspire girls to enter technical fields.

Qualified employees are essential in order to be competitive going forward. However, the path to developing those employees starts much earlier than during their company training. This is why the fischer group of companies fosters the talent of young people in numerous education projects and initiatives in kindergartens, primary schools and secondary schools. The fischer School Campaign is aimed at school pupils who are supported in their career orientation. Thanks to mentoring by education officers from fischer, more than 50 schools in the area around the headquarters in Waldachtal are supported with programmes preparing school children for the professional world.

The Abiturientenforum allows students who will soon graduate from secondary school, as well as trainees and dual-study students at fischer, to discuss with experts from the fields of politics, economics, and science, and address key future questions. Prof. Klaus Fischer had the idea to establish a new competition for secondary school students as a reaction to the successful event series. During the second finale of the "Future School Digital Prize", teams presented their answers



to the question “Sustainably digital, digitally sustainable – how networked are the mega-trends?”

#### **Daycare centre (uniting family and work)**

Family and work – it should be easy to find a good work/life balance in a family company. fischer supports parents with flexible working hours models and the Waldachtal children's house. The company's cooperation with the daycare centre offers employees many new possibilities, with care options for children from infancy through school age directly adjacent to their workplace. The group of companies therefore supports the daycare not only in terms of organisation, but also financially and in the form of various projects, from which the carers and all children at the daycare benefit. Prof. Klaus Fischer supported the construction of the daycare centre “In Heaven” (Im Himmelreich) with a donation of one million euros.

#### **DrachenEi (Dragon egg)**

Since 2013, the trainees and dual-study students of the fischer group of companies have been supporting the DrachenEi initiative with great enthusiasm. With the money gained from independently organised campaigns, young professionals at fischer support children from the district, who because of their financial situation, do not have the possibility to learn in clubs or take courses, or to participate in musical, sporting and cultural programmes. In total, fischer has donated around 25,000 euros to the DrachenEi organisation since the start of the collaboration.



#### **Projects for the children of employees**

Vacation programming for employee children: While mum and dad are at work, their kids can enjoy a wide variety of holiday activities at the headquarters of the group of companies in Tumlingen. fischer trainees and dual-study students have created an exciting programme for various age groups specially for this purpose. By doing so, the company's young professionals support their colleagues during the holidays as they balance family and work.

“My Dad is reading”: This project is aimed at all working fathers and mothers of children up to the age of twelve. The goal is to give parents – especially fathers – the opportunity to show up for their children as reading role models and take on their role as promoters of reading.

“Where do mum and dad work?”: On these promotional days, fischer opens its doors to the curious children of employees. They get to experience where their parents work and what tasks they supervise. A colourful accompanying programme rounds off the day.

“Discover cooking with fischer”: The little ones learn how much fun it can be to prepare a tasty and healthy menu. The team at the in-house company restaurant provides a glimpse behind the scenes and employees find out more about the subject and get active in various kid-friendly cooking courses.

#### **Local clubs**

fischer regularly supports regional clubs in their volunteer activities with in-kind and monetary donations.

#### **Local fire departments**

For many years, fischer has been an active and regular supporter of fire departments near its headquarters in Waldachtal, and at other German locations. Company owner Prof. Klaus Fischer equipped the Waldachtal volunteer fire department with an armoured personnel carrier, among other measures. At the nomination of the District Fire Brigade Association of Freudenstadt, in September 2016, the fischer group of companies received the “Honorary Office Employer in Civil Protection” prize from the state of Baden-Württemberg.

In addition, fischer has maintained its own plant fire brigade for 50 years – the first, and still the only one of its kind in the region. By doing so, the company helps improve fire protection and protect jobs over the long term. The fischer plant fire brigade works closely with authorities and volunteer fire departments at the locations, and trains employees on how to handle fire extinguishers.

#### **Sponsoring**

fischer supports three regional soccer clubs and additional sports clubs and individuals. For instance, three-time Olympic Champion, World and European Champion in equestrian eventing, Michael Jung from Horb-Altheim, is intensively supported.



### Research and teaching

In recognition of his commitment to research, company owner Prof. Klaus Fischer received the State's Order for Merit in May 2018. On the occasion, Minister-President Winfried Kretschmann had the following to say: "The promotion of the next scientific generation in particular has taken great steps forward in many areas thanks to his commitment."

fischer also supports endowed professorships in collaboration with universities. The goal is to promote research and development at universities and to form its implementation through knowledge-transfer. An endowed junior professorship in "Structural bonding in concrete and masonry construction" was created in May of 2021 for a six-year period at the Institute for Materials at the University of Stuttgart. By doing so, Prof. Fischer is advancing long-term, intensive collaboration with universities, and getting involved in a third research project which is the only one of its kind in the world. The professorship in Stuttgart will explore bonded connections for concrete and masonry construction and their durability. "Future topics like modular and pre-fabricated building demand innovative connection technologies and joining solutions" says Prof. Klaus Fischer. "Structural adhesives and application processes can be used to optimally connect many different materials, even in industrial processes". This is a key requirement for improving the efficiency, flexibility, and sustainability of products through modular and pre-fabricated building.

Thus far, fischer has financed two additional research groups for young professionals which are the only ones of their kind in the world. These include the endowed professorship on "bio-based construction" for four years at the University of Natural Resources and Life Sciences in Vienna, which has been held by renowned scientist Prof. Benjamin Kromoser since 1 February 2018. His research project is on using natural shapes as a template for designing, drafting, and building structures. In addition, he aims to identify new opportunities for resource- and energy-efficiency in construction. The junior professorship in "Innovative reinforcement methods using fixings" was established, funded, and implemented at the University of Stuttgart in 2017.

Furthermore, fischer supported the foundation of the new Nordschwarzwald campus in Freudenstadt with funding and content-related support. The company provides lecturers and lecture scripts in the subjects of digitisation and sustainability for the Master's degree in Mechanical Engineering.

### Luftikus (happy-go-lucky)

fischer also supported the project Luftikus, in which a children's house was built in the region where children on long-term ventilator care are looked after. The project was successfully completed in 2015. The former Morlok ski factory in Baiersbronn was cleverly converted into an attractive and practically designed house for intubated children and their families. As a member of the Board of Trustees, Prof. Klaus

Fischer personally supported the campaign and assisted it with material support. fischer helped boost the project with fastening technology for the individual trade groups as well as with donations. This exemplary attitude prompted many other companies to advance the project with services and contributions.

### Personal commitment

Company owner Prof. Klaus Fischer is very active in supporting educational measures and social institutions. In spring 2015, he started the Klaus Fischer Foundation to support the education of children and youth. His generous financial commitment has made many projects possible, like the children's daycare centre in Waldachtal. Schools and day nurseries in the district also benefit from his donations, along with clubs and organisations focused on supporting children and young people. He also donated 100,000 euros for youth education in Germany to celebrate his birthday.

Prof. Fischer also works intensively outside of Germany as well, at the locations of fischer national companies: He helped fund the restoration of Notre-Dame de Paris after the severe fire in 2019, as well as providing technical expertise through the fischer France national company. In Italy, the location of fischer's largest national company abroad, Prof. Klaus Fischer donated 65,000 euros for schools, kindergartens, and children with cancer on the occasion of his birthday. In addition, he promotes local arts and culture. Thanks to his commitment, Padua has retained valuable artistic works such as the limestone statue of Andrea Mantegna, and engraver), which borders the "Prato della Valle" alongside 77 other statues. Fischer's donations are being used to restore the statue. In addition, the world-renowned Scrovegni-Kapelli, which houses priceless fresco paintings from Giotto di Bondone, has benefited from his help. Prof. Fischer made a donation for child and youth education in Serbia, to celebrate the opening of fischer's newest national company.





# Guiding Principle 12

## Incentives to rethink

fischer considers competitions and awards within the sector and across different industries to be important milestones and yardsticks for the performance capabilities of the company. Measuring and comparing itself against other companies allows fischer to better reflect on its own accomplishments, and provides an objective way of looking at things. According to a study from the University of Hohenheim, the most important sustainability prize in Europe is the German Sustainability Prize. Winning the prize is a truly pre-eminent honour.

fischer was named the winner of the German Sustainability Prize in November of 2019, as "Germany's most sustainable large company for 2020". The fischer group of companies was already among the top 3 companies in the "large company" category the previous year.

The top-class jury justified its decision partially based on the company's ability to consistently anchor sustainability in the

corporate strategy, as well as on the company's above-average force of innovation, facilitated through the successful integration of all of its employees.

The topics of sustainability management are closely linked with the strategic goals set by the fischer group of companies (see the fischer sustainability compass and NH Radar), and are broken down as such in the annual Hoshin planning (see page 9, sustainability compass) for individual divisions. Challenges such as digitisation, Industry 4.0, and the change management required for it are seen and referred to as sub-projects for sustainability management.

The consequence of this is that all managers are integrated into a comprehensive incentive system for achieving sustainable corporate objectives. One key factor in the success of the group of companies is the fischer ProcessSystem (fPS), which ensures continuous improvement in economic, ecological, and





social aspects. It is based on the three dimensions of sustainability and prevents waste at the source, at individual work stations.

The goal is a streamlined and flexible company that can stand up to the global challenges with the involvement of all its employees. The targeted employee development and the structures created for this purpose are the basis for ongoing improvement. All employees can apply for the three-level fPS training. In addition, each year in the fall, the fPS prize is awarded, sponsored by company owner Prof. Klaus Fischer. Particularly innovative and sustainable performance within the internal improvement system is rewarded within this framework.

As an innovative company, fischer is reliant on its employees to stand out. It is important that good ideas are reported to decision-makers directly and promptly. In addition, their hard work needs to pay off. The company has created a variety of instruments to ensure this: the fischer Idea Process (measurable suggestions for improvement, from internal and external work environments), the fischer Product Process (product suggestions or potential areas of improvement), and the so-called Idea Cloud, which is designed to generate interdisciplinary suggestions to improve environmental friendliness and sustainability. These cover all products and processes, with the declared goal of saving resources and improving efficiency. In addition, the company can carry out campaigns on individual topics which particularly resonate with the workforce, and which last four weeks. The campaigns are assessed and rewarded by the responsible departments.

In short: The company has an incentive system encouraging employees and managers to contribute their ideas and change their thinking throughout the entire group of companies. Through a wide range of improvement measures in recent years, the group of companies has been able to master several challenges and make its contribution to achieving the Sustainable Development Goals (SDGs). The current challenges are digitisation and Industry 4.0, and these were not newly created

by the coronavirus. The fischer workforce is at the centre of this journey. They receive support from the Klaus Fischer Training Centre (BiZ), a voluntary continued training centre which provides employees access to a wide variety of topics free of charge.

The programming ranges from seminars and presentations to general education, language courses and current office trainings. The subject of "Sustainability – a term with many definitions, and what it means to us" is one of the many addressed in this programming. In addition to proven in-person training sessions, the fischer group of companies also offers a variety of e-learning programmes which can be completed anywhere and any time. These have been expanded recently due to the coronavirus. They provide digital support to employees and boost innovation.

On the path to digitisation and with respect to the challenges that Industry 4.0 brings, change management will also gain significance in addition to employee qualification. Major changes require solidarity among managers and employees. fischer illuminates and analyses the change process both on a factual as well as a relationship level. Only when both levels are intact can a team achieve its highest potential in change projects. Employees and managers receive adequate methods and tools for this purpose, to provide them with the best possible support in change projects. This ensures that the focus is always on the common goal of sustainably securing the future of the company and mastering related developments through a collective approach.



## Outlook

# Sustainability is a fixed part of the corporate strategy.

fischer sustainability management is the result of an ongoing, cross-departmental improvement process.

After the project status had expired in 2016, sustainability management shifted to an ongoing programme.

This ensures that sustainability activities at fischer can continue to react to current and future framework conditions within the company in the future.

The resulting measures are integrated into the company's target concept with the involvement of stakeholders. Therefore, sustainability remains a key part of the fischer corporate strategy.









## Status 12-2021

[www.fischer.de](http://www.fischer.de)



### Legal Notice

Responsible for content:

fischer Sustainability Team under the direction of Christian Ziegler with the support of Dr. Gerhard Keck

---

fischerwerke GmbH & Co. KG  
Klaus-Fischer-Straße 1  
72178 Waldachtal  
Germany  
Tel. +49 7443 12-0  
[nachhaltigkeit@fischer.de](mailto:nachhaltigkeit@fischer.de)  
[www.fischer.de](http://www.fischer.de)

