

Guidelines for the HDAG-group

The way we see ourselves

We act entrepreneurially and strive for a lasting business result. The basis for this is healthy economical growth and appropriate profits which are not achieved at the expense of individuals or nature.

We act as an international company with the goal of becoming the innovative and economical leader in motion control technologies.)

We feel equally obliged to our customers, shareholders and employees.

We systematically align our product range to the needs of the market in order to increase our market share and to create additional competitive advantages.

We are aware of the strength of our team and take advantage of the creativity, experience and self-initiative of each member of our staff. We therefore care for the professional and personal development of our staff.

We seek and cultivate personal contact with each other and between all departments. This is the precondition for our efficient work.

Complying with all laws and regulations as a matter of course is the basis for our socially responsible actions.

Values and standards of behaviour

Respect, tolerance, esteem and trust are the values which dominate our daily actions.

We reach clear agreements and monitor their adherence.

We regard conflicts as a chance for improvement as well as for innovation and talk about them openly.

Orientation towards customers

The high quality of our products and services are crucial for our success in the market.

We feel committed to our customers' success and therefore support them in their activities. They are our indirect employers.

We seek a trusting collaboration and long term partnership with our customers, suppliers and business partners.

We consider the customers' assessment of our services to be important feedback for our constant improvement.

Employee-orientation

Constant exchange of information, teamwork, responsibility and the personal initiative of each employee characterises our working environment.

Our employees contribute to the economical success of our company with their capabilities and their efforts.

For us, education and development of our employees are important investments in our future.

The managers are role models for their staff. They challenge and support them professionally and socially.

We lead with objectives which are determined (agreed upon is better, but not a good translation) at least once a year in staff appraisal interviews.

We attach importance to safe and attractive jobs with good working conditions that ensure motivation and health. We create an atmosphere where productivity is enjoyable.

We are a magnet for the best.

We share the company's success with our staff.

Constant improvement

We are consistently working on the improvement of the quality of our products and services. A quick and flexible implementation characterises our work.

We constantly want to improve the efficiency of all parts of the company.

We always strive for the best technologies and methods available and we consequently pay attention to the continuous improvement of our management system.

We define company processes and goals clearly and transparently, we check and analyze them regularly and react to changes immediately.

Harmonic Drive AG