

Mission Statement of the FUCHS Group

Temeljne vrednote koncerna
FUCHS PETROLUB

LUBRICANTS.
TECHNOLOGY.
PEOPLE.



LUBRICANTS. TECHNOLOGY. PEOPLE.

FUCHS PETROLUB is a global Group based in Germany which produces and distributes lubricants and related specialties around the world. The Group, which was founded in 1931, with its headquarters in Mannheim, ranks number one among the world's independent lubricant providers.

We have successful operations worldwide. To help our employees around the globe grow even more closely together, FUCHS has developed a mission statement as the basis for a uniform corporate culture. The FUCHS mission statement consists of the three pillars of LUBRICANTS.TECHNOLOGY.PEOPLE. and is based on five elementary values. It serves as the foundation and guideline for our day-to-day actions. The model strengthens the Group's corporate identity, allowing employees understand what the company stands for.

LUBRICANTS. TECHNOLOGY. PEOPLE.

Skupina FUCHS PETROLUB je družba s sedežem v Nemčiji, ki proizvaja in prodaja maziva in sorodne proizvode po vsem svetu. Skupina, ustanovljena leta 1931, ima sedež v Mannheimu in je v svetovnem merilu med vodilnimi neodvisnimi dobavitelji maziv.

Naša podjetja uspešno poslujejo po vsem svetu. Da bi bili zaposleni še tesneje povezani, smo misijo podjetja FUCHS, ki je osnova vseh vrednot v družbi, oprli na tri temeljne stebre; ti so: LUBRICANTS. TECHNOLOGY. PEOPLE. Podprti s petimi osnovnimi vrednotami predstavlja tak model podlago in smernice vsem pri vsakdanjem delu, istočasno pa krepi identiteto skupine in omogoča vsakemu zaposlenemu, da uvidi, kakšno mesto ima njegovo podjetje.

LUBRICANTS.

FUCHS focuses on lubricants and offers solutions for all issues and fields of application in the world of lubricants.

TECHNOLOGY.

FUCHS claims technological leadership in strategically important fields of application and is acknowledged as the number one technology partner by its customers. Not only does FUCHS focus on its own lubricants, it also takes a holistic approach, paying close attention to the processes in place at its customers.

PEOPLE.

FUCHS' dedicated corporate culture, coupled with its loyal and motivated workforce, is the strategic key to its success. Our employees form the basis for this success.

LUBRICANTS.

Družba FUCHS se osredotoča na maziva in ima odgovore na vsa vprašanja in rešitve za vsa področja uporabe v svetu maziv.

TECHNOLOGY.

Družba FUCHS si je pridobila tehnološko vodstvo na strateško pomembnih področjih in je za svoje kupce tehnološko najpomembnejši partner. Družba FUCHS se ne posveča samo lastnim mazivom; njen pristop je celovit in njena pozornost je usmerjena tudi na področja poslovanja njenih kupcev.

PEOPLE.

Družba FUCHS je svoj uspeh zgradila na podlagi visokih meril sistema vrednot skupaj z lojalnim in motiviranim osebjem, ki je temelj našega uspeha.

THE FUCHS CORE VALUES

- _Trust**
- _Creating value**
- _Respect**
- _Reliability**
- _Integrity**

- _ Zaupanje**
- _ Ustvarjanje vrednosti**
- _ Spoštovanje**
- _ Zanesljivost**
- _ Integriteta**

TRUST

ZAUPANJE





Trust is the basis of our self-understanding

Mutual trust forms the basis of our cooperation within the organization and with our customers, suppliers and investors. Working on the basis of mutual trust, we develop specific solutions together with our customers. We engage in trusting collaboration with our business partners to secure the performance and quality of products, as well as reliability of delivery. Cooperation between our employees is characterized by openness and fairness, as well as mutual trust and respect. We are open and transparent in our communication with our investors.

Zaupanje je osnova naše predstave o sebi

Osnova našega sodelovanja tako znotraj podjetja kot tudi s kupci, dobavitelji in investitorji je vzajemno zaupanje. Rešitve za specifične probleme naših kupcev iščemo skupaj s kupci na podlagi medsebojnega zaupanja. Da bi zagotovili učinkovitost in visoko kakovost naših proizvodov ter zanesljivost v dobavah, razvijamo s kupci poslovne odnose, ki jih veže zaupanje, medtem ko se medsebojno sodelovanje vseh zaposlenih izraža v odrtih in poštenih odnosih kot tudi medsebojnem zaupanju in spoštovanju, z investitorji pa negujemo odprto in transparentno komunikacijo.



CREATING VALUE

USTVARJANJE VREDNOSTI



We deliver leading technology and first class service to our customers

We offer our customers technically future-oriented products that generate added value. Scientific and technological progress represents both a challenge and a benchmark for our product development. Our customers appreciate us as a partner in research and development. Our committed employees provide knowledgeable advice and support and analyze the specific processes of our customers to find the optimal solution. The technical performance and reliability of our products is complemented by the highest service quality.

Identify and create FUCHS Value Added

We also generate profitable growth by seizing opportunities and handling risks. Our processes are efficient. We create value for our customers, employees and shareholders. Our employees participate appropriately in this added value.

Našim kupcem dobavljamo najsodobnejšo tehnologijo in nudimo prvovrstne storitve

Strankam nudimo izdelke, ki so tehnološko naravnani v prihodnost in ki ustvarjajo dodano vrednost. Znanstveno-tehnološki napredek je hkrati izziv in merilo razvoja naših proizvodov. Naši kupci nas cenijo kot partnerja, ki vlaga v razvoj. Naše zavzeto osebje zagotavlja koristne informacije in pomoč pri analiziranju specifičnih vidikov naših kupcev v iskanju optimalnih rešitev. Poleg odličnih tehničnih lastnosti naših proizvodov zagotavljamo tudi storitve najvišje kakovosti.

Prepoznavamo in ustvar- jamo dodano vrednost (FUCHS Value Added)

Naša rast dobičkonosnosti sloni na sposobnosti, da zgrabimo priložnosti in prepoznavamo tveganja. Naše poslovanje je učinkovito, istočasno pa ustvarjamo vrednost tako za naše kupce, kot tudi za zaposlene in lastnike. V tej dodani vrednosti so zaposleni polno udeleženi.

Provide space for innovation to explore new paths

We provide a platform for new ways of thinking and support unconventional ideas. We love research and finding new approaches for solving problems. We give our research and development staff the freedom to move away from familiar paths and implement unconventional solutions. We shape technological progress with our knowledge and the experience of a globally operating company.

Act with an entrepreneurial spirit

We are entrepreneurs within our own company, focusing on the essentials, acting fast and consistently, as well as taking decisions. We know our customers and our markets. We improve processes and are not happy until we have delivered first class performance.

Ustvarjamo prostor za inovacije in nove poti

Ustvarjamo prostor za nove miselne zasnove in podpiramo nenavadne zamisli. Naravnani smo k raziskovanju in iskanju novih poti. Sodelavci v razvoju imajo proste roke pri iskanju in udejanjanju nekonvencionalnih rešitev. Tehnološki napredek se napaja iz našega znanja in izkušenj, ki izhajajo iz temeljev našega globalnega poslovanja.

V podjetju delujemo kot podjetniki

Smo podjetniki v podjetju, osredotočamo se na bistvo, ukrepamo hitro, dosledno in tako sprejemamo tudi odločitve. Poznamo naše stranke in tržišča. Izboljšujemo poslovanje in se zadovoljimo samo s prvovrstnimi dosežki.

Empower employees with responsibility and accountability

We delegate responsibility to our employees and set both motivating and transparent targets. We place great emphasis on personal and professional competence. We include our employees in decision-making processes, ask questions and listen. Our actions are honest, accountable and transparent. We make success measurable.

Na naše zaposlene prenašamo pooblastila in odgovornosti

Odgovornost prenašamo na naše zaposlene ter postavljamo spodbudne in transparentne cilje. Pomembni sta nam osebna in strokovna kompetenca. Zaposlene vključujemo v procese odločanja, postavljamo vprašanja in poslušamo. Naše delovanje je pošteno, predvidljivo in transparentno. Uspeh je pri nas merljiv.

RESPECT

SPOŠTOVANJE





We acknowledge our responsibility towards our stakeholders, society and environment

We stand by our responsibility towards the company, its employees and the environment. In addition to this, we accept our social responsibility. We carefully steward the resources entrusted to us. By creating sustainable products and services, we make a positive contribution to preserving our environment.

Show appreciation and recognition

Our cooperation is characterized by respectful and trusting interaction with one another. We do not engage in any kind of discrimination. We respect the rights and values of every individual. We show recognition and appreciation for the work of our employees and partners. We respect the cultures of all regions and countries.

Do različnih interesnih skupin, družbe in okolja imamo odgovoren odnos

Naš odnos ni dogovoren samo do podjetja, zaposlenih in okolja, temveč tudi do širše družbe. S sredstvi, ki so nam zaupana, ravnamo odgovorno. S trajnostnimi izdelki in storitvami pozitivno prispevamo k ohranjanju našega okolja.

Izkazujemo spoštovanje in priznanje

Naše sodelovanje je zaznamovano z medsebojnim spoštovanjem in zaupanjem. Nikogar ne diskriminiramo. Spoštujemo dostojanstvo posameznika. Dosežkom naših zaposlenih in partnerjev izkazujemo priznavanje in spoštovanje. Spoštujemo kulture vseh regij in držav.

Act with fairness towards our partners and employees

We treat our employees and partners both fairly and honestly. We do not pursue our personal interests. Our actions serve the interests of our customers, employees and shareholders. We require of others only what we are prepared to do ourselves.

Foster an open minded discussion culture

We always seek open discussion and let the best argument win. We communicate openly, clearly and factually. We honor and respect ideas and arguments irrespective of hierarchical levels. We live out change as a natural and welcome part of our success.

Do partnerjev in zaposlenih smo korektni

Z zaposlenimi in partnerji postopamo pošteno in korektno. Ne uresničujemo osebnih interesov. Naše delovanje je usmerjeno k interesom kupcev, zaposlenih in lastnikov. Od drugih ne zahtevamo ničesar, česar se sami ne držimo.

Podpiramo kulturo odprte komunikacije

Želimo si odprtih razprav; zmaga naj najboljši argument. Komuniciramo odprto, jasno in objektivno. Cenimo zamisli in argumente ne glede na hierarhično raven. Spremembe sprejemamo kot samo-umeven del našega uspeha.



RELIABILITY

ZANESLJIVOST



We walk the talk

We are a role model and live out our corporate values. We show personal commitment and passion for our field of expertise.

We set examples regarding motivation, commitment and excellent performance.

Committed to technical leadership

We work on securing technological leadership in our core business.

We develop, produce and market technically sophisticated products.

Future-oriented products bring our customers added value, help save energy and protect the environment.

Držimo besedo

Smo zgled drugim in živimo v skladu s sprejetimi vrednotami podjetja. Prepričamo z osebnim prizadevanjem in zavzetostjo do naše stroke. Smo zgled motivacije, predanosti in vrhunskih dosežkov.

Predani smo tehnološkemu vodstvu

Prizadevamo si ohraniti vodilno vlogo v tehnoloških rešitvah na za nas pomembnih poslovnih področjih. Razvijamo, proizvajamo in prodajamo tehnično zahtevne izdelke. Izdelki, naravnani v prihodnost, strankam prinašajo dodano vrednost in prispevajo k varčevanju z energijo in varovanju okolja.

Maintain a consistent track record of performance

We are proud of our success story, which is based on performance, innovative products and exceptional customer service. Our employees are motivated to continue this success story.

Act in a responsive and transparent way

We win our orders in transparent and fair competition. We believe in the quality and performance of our products. We work as a team. In our decentralized organization, the primary focus is always on the company as a whole.

Našo zgodbo o uspehu želimo nadaljevati

Ponosni smo na našo zgodbo o uspehu, ki temelji na učinkovitosti, inovativnih izdelkih in izjemno visokih standardih naših storitev. Naši zaposleni so motivirani za nadaljevanje te zgodbe.

Delujemo odločno in transparentno

Naročila pridobivamo s transparentnim in poštenim poslovanjem. Stavimo na kakovost in učinkovitost naših izdelkov. Delamo kot en tim. V naši decentralizirani organizaciji je vedno v ospredju podjetje kot celota.



Cooperating with
business partners

Accepting benefits

INTEGRITY

INTEGRITETA



We believe in a high level of ethics and adhere to our Code of Conduct

We consistently honor and respect the laws and rules of all countries in which we operate. We respect their customs and habits. Discrimination due to race, gender, religion or any other personal characteristics is not tolerated. Our Code of Conduct is the guideline for our actions and decisions. We firmly believe that success can only be achieved when our words and values are in line with our actions.

Verjamemo v moralne vrednote in spoštujemo pravila obnašanja

Dosledno spoštujemo zakone in predpise vseh držav, v katerih poslu-
jemo. Spoštujemo njihove lokalne navade in običaje. Nacionalne,
spolne in verske diskriminacije ter diskriminacije drugih osebnih zna-
čilnosti ne toleriramo. Naša pravila obnašanja so vodilo pri delo-
vanju in sprejemanju odločitev. Prepričani smo, da do uspeha lahko
pridemo samo, če so naše besede in vrednote podprte z dejanji.



FUCHS Group
www.fuchs.com/group