

MISSION STATEMENT

HUMAN RIGHTS

CORPORATE MISSION STATEMENT

The FISCHER Spindle Group was founded in 1939 by Ernst Fischer and Werner Stohler in Inkwil (CH). Today, the company is managed as a family business by the third Fischer generation and the Moser family. We see ourselves as an international group of companies with strong roots in Switzerland.

The company develops and manufactures products in the field of fast, precise and powerful rotation. Most of these are precision spindles, milling heads as well as compressors, using several bearing technologies. The products are mainly used in machine tools, production equipment and in fuel cells systems. In these machines and systems, great increases in productivity and quality are achieved with our products. The FISCHER Spindle Group exports all over the world and is constantly expanding its service organization to ensure high availability of its products and services. This according to our principle "THINK GLOBAL, ACT LOCAL".

The owner families, Board of Directors, management and employees are committed to the following guiding principles:



CHILD LABOR AND YOUNG WORKERS

Cooperation at FISCHER is characterized by appreciation, respect, honesty and trust. We are committed to the principles of a free but social market economy and unconditionally observe the applicable legal standards. In particular, we firmly reject any form of corruption as well as child and slave labor. Our actions are based on the 10 principles of the UN Global Compact.

WAGES AND SOCIAL BENEFITS, WORKING TIME

Wages, salaries, social benefits and other claims arising from the employment relationship are paid by us directly at the end of each pay period in accordance with statutory regulations. A statutory minimum wage may never be undercut. All overtime is worked voluntarily by the employee and compensated accordingly. The maximum weekly working hours must be observed.

MODERN SLAVERY

All activities in our work environment are carried out by our employees voluntarily and without coercion or threat of punishment. Forced labor, bonded labor, involuntary prison labor and slavery or human trafficking should not be used by any company and are strictly condemned by us.

ETHICAL RECRUITMENT

The recruitment process is transparent, sustainable and ethical in order to avoid inequalities.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The right of employees to freedom of association and collective bargaining is respected.

NON-DISCRIMINATION AND HARASSMENT

We respect and protect the dignity of our employees and treat them with respect. We are committed to ensuring that all employees can work in an environment free from sexual, psychological and physical harassment.

WOMEN'S RIGHTS

Women are equal to other genders in every respect.

DIVERSITY, EQUALITY AND INCLUSION

We offer equal opportunities for all employees and do not tolerate any kind of discrimination on the basis of ethnic origin, national and social origin, gender, religion or ideology, political opinion, disability, age, sexual identity or any other reason.

RIGHTS OF MINORITIES AND INDIGENOUS PEOPLES

FISCHER respects the internationally recognized international laws for the protection of minorities.

LAND, FOREST AND WATER RIGHTS AND FORCED EVICTION

FISCHER respects land, forest and water rights and does not engage in overexploitation or deforestation in order to achieve climate targets. Forced evictions are neither planned nor carried out. Our processes and our development have no impact on biodiversity.

DEPLOYMENT OF PRIVATE OR PUBLIC SECURITY FORCES

Outside normal working hours, the site and buildings are protected and monitored. Any incidents that occur are registered and tracked by private security forces. Furthermore, security forces are not deployed to interfere with freedom of association.