

# Corporate Responsibility

Responsible actions. Healthy growth.  
Across generations.

**FESTO**





# Preface

Growing healthily across generations is our guiding principle, with the express aim of preserving our independence as a family company. Our company, Festo, stands for clear values, the highest quality and customer-oriented innovation. This creates the foundation for partnerships with customers spanning decades and the basis for motivated and ambitious employees.

As a family, we think sustainably and act with a sense of responsibility. For more than 60 years, we have been at the forefront of automation, always setting standards. Conserving resources and producing with lower costs is one of our fundamental objectives, which also takes into account the notion of sustainable development.

For us, people are the basis for any success. This results in our passion for education, training and qualification, which characterises how we see ourselves internally as a learning company, and what has made us, externally, into a global partner in industrial education. We believe that education is not only the job of the state. For this reason, as a company, through our Corporate Educational Responsibility (CER), we take social responsibility for current and future generations. We are convinced that we can thereby bring about far-reaching positive changes in industry and society, and that education contributes towards peace and prosperity all over the world and opens up long-term prospects to people.

We want to live up to our social responsibility in future, too, and make a contribution towards sustainable development in the regions where we do business.

The Festo Owners





## Responsibility concerns us all

Festo is an international leader in automation and a world market leader in industrial training and development. Around 17,000 employees worldwide work on enabling our customers to achieve maximum productivity. Our group companies in over 60 countries have a direct dialogue with our customers and partners and take on responsibility at a global and local level. Over 300,000 customers and more than 60,000 education institutes rely on our innovative capacity and our expertise.

We see ourselves as a learning company that repeatedly creates the best conditions for its employees, with excellent training and development in terms of lifelong learning, to come up with top performances and creative ideas. We develop energy-efficient and resource-efficient solutions that make our customers successful today and in the future. Corporate responsibility is an important issue for us.

Through our understanding of corporate responsibility, we are committed to acting responsibly and we ensure that this is implemented by means of our corporate strategy. This also includes the firm conviction that risks give rise to new opportunities. We therefore want to identify them early and shape our future both responsibly and with foresight.

In our mission, we have committed ourselves to acting together with one clear objective: Festo. At the forefront of industrial automation. We make our customers more productive. With our knowledge, view of the big picture and passion for detail. We foster sustainable growth and keep the world moving.

This corporate responsibility code provides guidance on how we perceive corporate responsibility as a company.

The Management Board of Festo AG



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# Our understanding of corporate responsibility

## → Sustainable development



The Festo Group orientates itself on the global model of sustainable development. According to this mission statement, development is only sustainable if it meets the needs of today's generation without putting those of future generations at risk.

As a family company, we are particularly aware of this long-term responsibility. We are characterised by the fact that we think across generations. Our actions are determined by our values: we are ambitious, determined, visionary, we value each other and are dependable.

## → At the forefront of industrial automation



In accordance with our mission, we see ourselves as being at the forefront of industrial automation and face up to global challenges. Through Festo Didactic, we are a worldwide leader in industrial training and development. In everything we do, we bear in mind the need to reconcile the interests of the environment, society and the economy.

We refer to our contribution to sustainable development as corporate responsibility (CR). We are guided by the expectations that are placed on us – above all, by our customers, employees and owners.

## → Education and knowledge



We identify the key challenges for industrial automation and define corresponding fields of activity with clear targets.

We call the contribution that we make in the field of education and knowledge Corporate Educational Responsibility (CER). Everywhere in the world, education is the basis for a desirable future. That is why Festo consistently invests in the sustainability of education systems.

# We take responsibility



## Our approach

Ensuring the long-term existence of the company and simultaneously sounding out new prospects is inseparably connected with our high quality and performance standards. The Festo Group is an innovative family company that practises a sense of responsibility and sustainability.

Based on our CR understanding, we have developed an approach to systematically plan and implement a way of acting responsibly. This is exuded by our corporate strategy and corresponding implementation measures. Our values determine how we act and how we treat each other.

## Our motto

We base our corporate responsibility over the long term on this motto:

**‘Responsible actions. Healthy growth.  
Across generations.’**

**‘Responsible actions’** expresses that we want to grow in a planned and responsible framework. This is supported by a value-oriented way of working together.

**‘Healthy growth’** means staying financially ‘healthy’ as an independent family company, but also promoting and maintaining the health of our employees.

**‘Across generations’** stands for enduring as a family company across generations. We always keep our customers and the employees of the next generation in mind.





## Our values

Our values were developed by the company itself. All employees worldwide were involved in this. They provide guidance for organising our company. We at Festo want to recognise ourselves everywhere by the values practised. They are the foundation on which we want to develop further in a fast and global world.

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### **‘We are ambitious.’**

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We stand in the proud tradition of the independent family company, Festo. We will continue to write its success story into the future. As an association of personalities with a wide range of competences and experiences, we fight with passion for top performances.

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### **‘We are determined.’**

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At the forefront of our industry, we tackle challenges with courage and determination. We consistently implement decisions that are made and thus quickly get to the result. When faults occur, we identify the causes together, reflect on them and learn from them.

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### **‘We are visionary.’**

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Our claim is to develop intelligent and intuitive solutions. To do so, we look beyond our own horizon: we know the current and future challenges faced by our customers and markets, as well as the trends among the competition. Our consistent collaboration across divisions leads to strength and knowledge for new impetus and innovations.

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### **‘We value each other.’**

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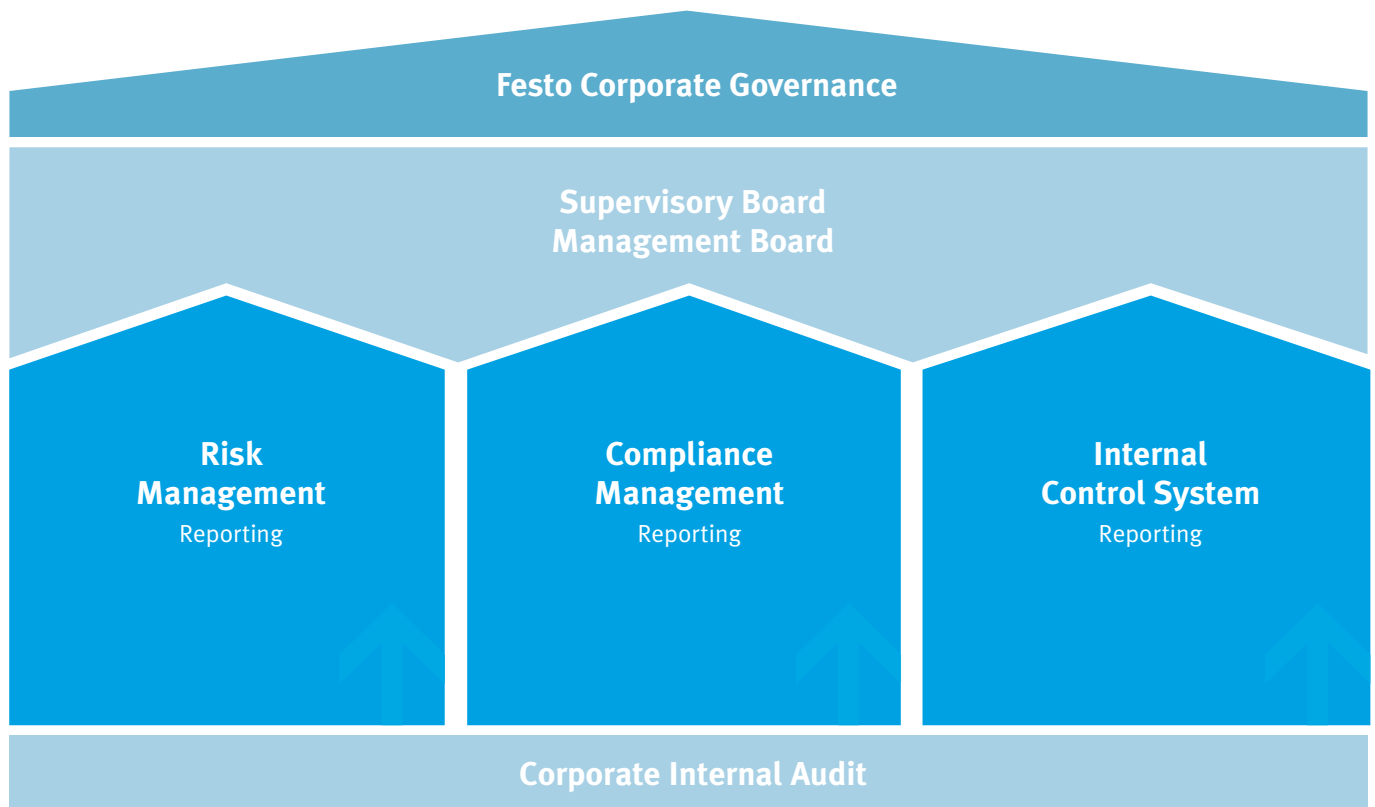
We see the diversity of our workforce as an enrichment for Festo. In order to work with each other in a trusting manner, we foster open dialogue. We address conflicts directly in order to solve them together. We treat each other with respect, which means we also respect different views.

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### **‘We are dependable.’**

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We rely on the personal responsibility of our employees. Obligation and reliability are therefore essential features of our work together. If we cannot keep a promise, we communicate this early on and offer alternative solutions.



## Responsible company management

The basis of everything we do is our commitment to always act fairly and according to all the rules of the laws and our values. In order to anchor this as a basic principle throughout the Group with its more than 60 companies, we have set up a compliance management system. It is based on our code of conduct – a set of basic rules, which arise from a distinct culture of trust and show our employees worldwide the way in their everyday work. Our risk management and our internal control system are closely intertwined with this, supporting efficient processes and underpinning our reliability. As a value-oriented family company, not only do we want to meet the minimum statutory requirements of a responsible and transparent company management

(corporate governance) system, but furthermore form long-term relationships with owners, employees, customers, partners, suppliers and society.

## Commitment to technology and education worldwide

Sustainability, above all, is what links the corporate with the social perspectives. At Festo, this is and remains a conviction to knowledge and education, technology and innovation, and it goes hand in hand with a distinct commitment to technical education and knowledge transfer.

Corporate educational responsibility (CER) is what we call the contribution to the

sustainability of society. The business we do and are constantly developing is, at the same time, an essential basis for the continued success of our company.

For Festo, technical education is at the heart of its social commitment. The companies belonging to Festo can set their own focal points within this framework – depending on which challenges and expectations they are faced with. Our social commitment is therefore characterised by various activities worldwide, which are also supported by the voluntary actions of our employees.

# Our fields of activity

Looking to the future, we have identified the following as central and worldwide effective challenges for Festo: climate change, shortage of resources, environmental protection, health, equal opportunities and demographic change. They stand for structural change and central mega trends, which are associated with them.

In all these areas, we are called on as a company to work on solutions with others in order to create worldwide sustainable development. Thus, we can ensure our own competitiveness and that of our customers to create benefits for society.

## → Climate change

The pressure to curb climate change and reduce CO<sub>2</sub> emissions is increasing worldwide. One answer to it is energy efficiency.

## → Shortage of resources

Natural resources are limited. Taking countermeasures means recycling and reducing material usage as much as possible.

## → Environmental protection

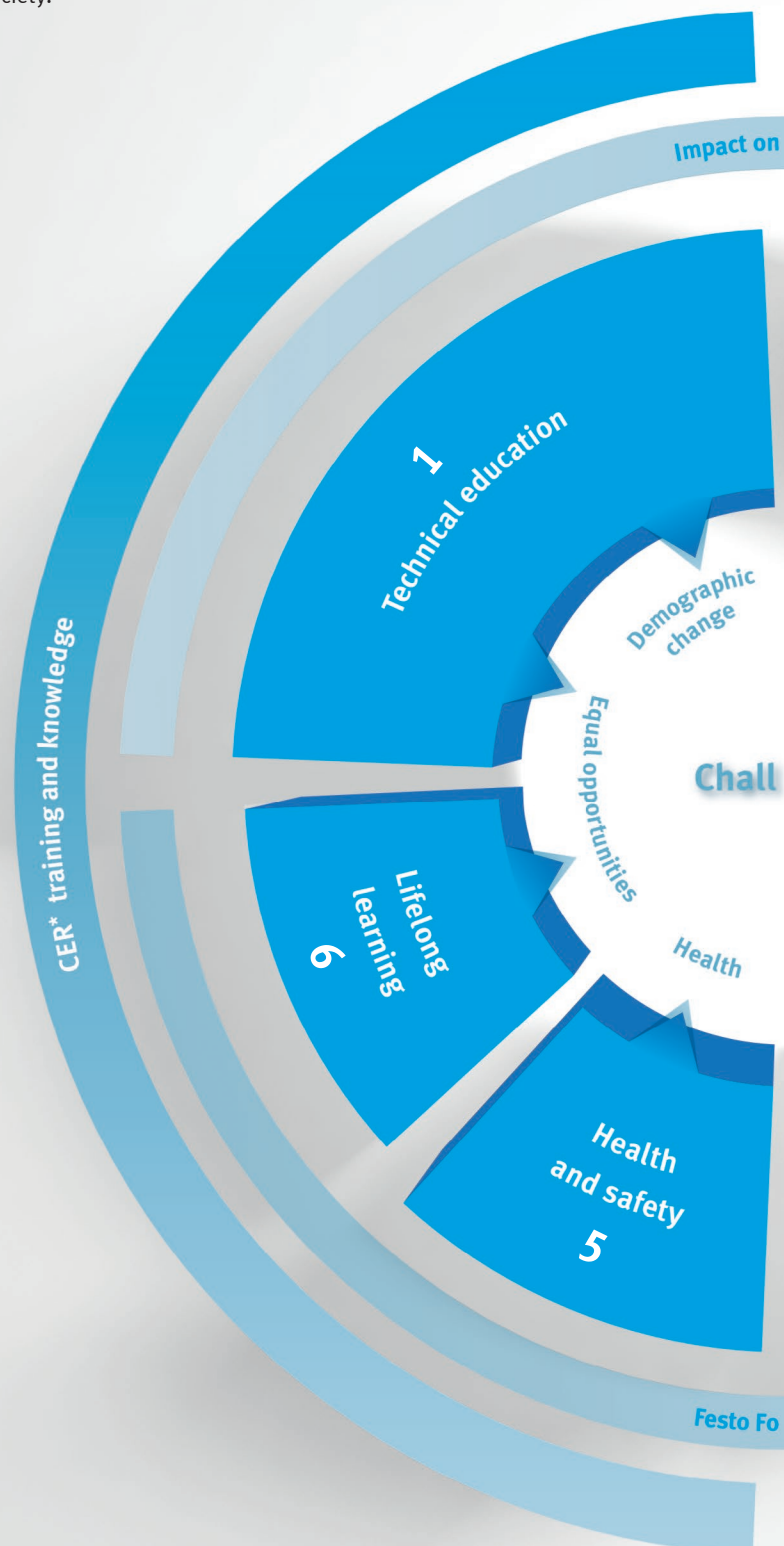
Our water, air and ground are highly endangered as a result of overuse. Environmental protection, energy management and sustainable construction contribute towards reducing these types of impact or preventing them altogether.

## → Health

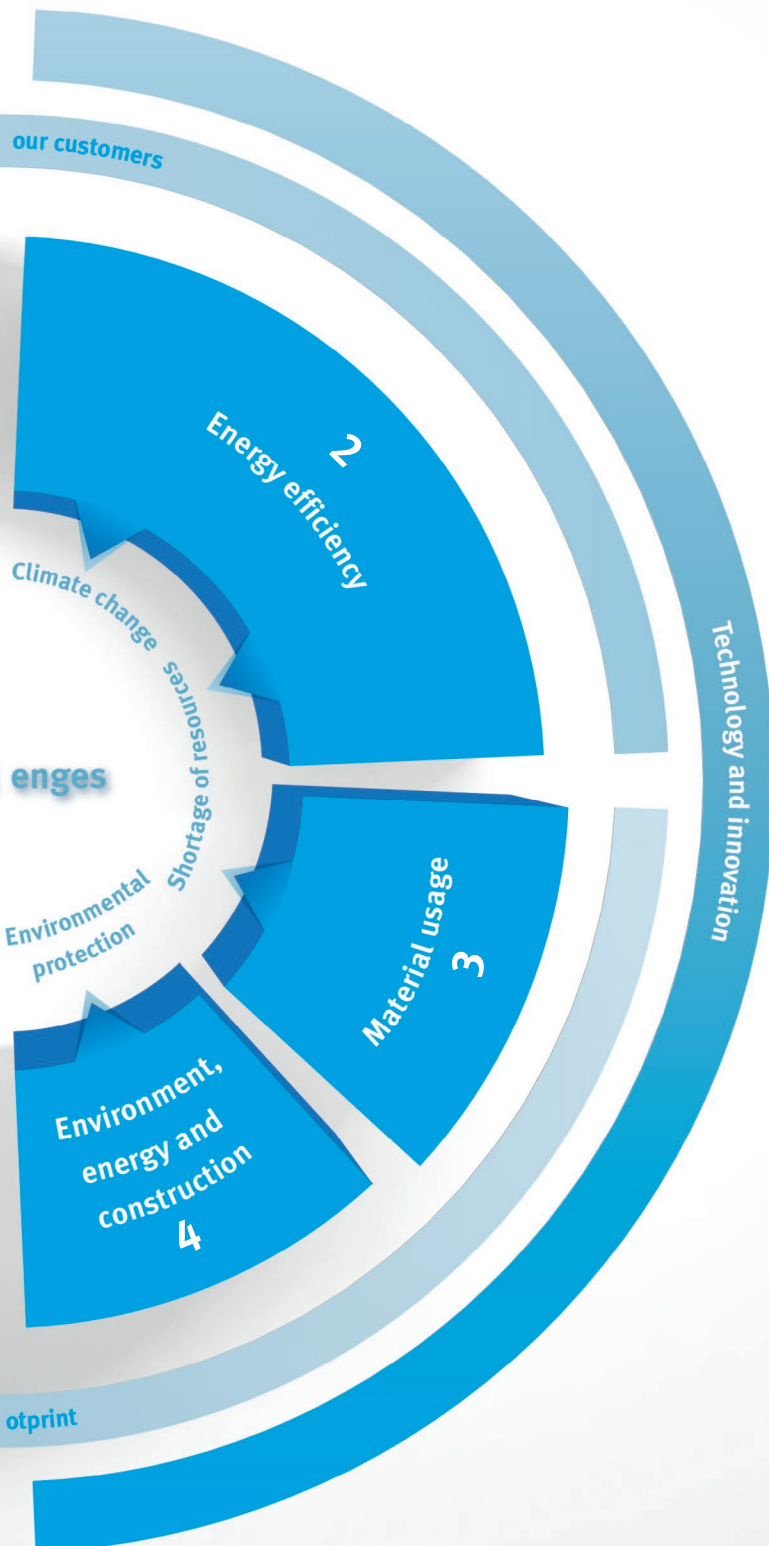
With an ageing population, the focus is moving to the issue of health. It is therefore important to keep people fit and able to perform and to guarantee a safe working environment.

## → Equal opportunities and demographic change

Equal opportunities is a human right that needs to be respected by companies and put into practice in the workplace. Giving people access to education is a key concern in this respect. Innovative education concepts and lifelong learning are an important basis for this and also increasingly called for against the background of demographic change.







In order to focus our actions, we have defined fields of activity where, in terms of major social challenges, we can make a significant contribution.

Our six fields of activity reflect our commitment to education and knowledge plus technology and innovation and are aimed at reducing negative effects on mankind and the environment and making positive impacts. We want to constantly improve and be at the forefront in these six fields of activity:

- 1 Technical education
- 2 Energy efficiency
- 3 Material usage
- 4 Environment, energy and construction
- 5 Health and safety
- 6 Lifelong learning

In this respect, we have an influence on our own company – described here by the **'Festo Footprint'**. Above all, however, it applies to the **effect on our customers**. Because, with our innovative products, solutions, services as well as qualification, training and consulting, we have a tremendous leverage effect here: improvements in energy efficiency at our customers' sites thus lead to enormous savings in the whole manufacturing industry worldwide.

In industrial automation, we keep a comprehensive eye on the processes in factory and process automation.

\*CER stands for Corporate Educational Responsibility



## Technical education

Global markets, which are undergoing constant economic and technological change, repeatedly place new challenges on education systems. This applies to individuals, companies and whole economies.

The continuous development of technical capabilities is the root for Festo and recipe for success. Filling young people with enthusiasm for this and training them is the basis of securing our existence and for ensuring prosperity, growth and social participation worldwide. We have therefore made promoting technical education in terms of our Corporate Educational Responsibility (CER) a central and long-term task. From the motivation of being at the forefront of education, Festo has

developed an independent company that is now a world market leader in technical training. With Festo Didactic, we have been investing in new markets, primarily in education, since the 1960s. With joint projects and partnerships, we bring our training expertise to schools, vocational colleges, universities and companies and inspire people there with a wide range of education services for technical courses. The latest technologies thus quickly find their way into company practice via syllabuses and training courses.

Adapting the qualification of people to the progress made in industry and developing it, especially for the automation sector, remains a permanent task worldwide, however. We cooperate with the United

Nations Industrial Development Organization (UNIDO), UNESCO and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ – German Agency for International Cooperation). By transferring the dual education system to countries like India and China, we counteract the local shortage of skilled workers. With newly developed learning formats, we also want to enable access to education for an increasing number of people in emerging and developing countries.

In this way, we are setting international standards for technical training and making our contribution to tomorrow's knowledge-based society.





### **Festo education fund: promoting the technology generation of tomorrow**

These days, advanced training is essential for professional success and, at the same time, a measure for securing a company and its sites. The Festo owners recognised this early on and brought to life the first company-run education fund in Germany in 2007. It promotes students and doctoral candidates as well as professional qualification measures mainly in the MINT (mathematics, information technology, science and technology) sector.

Besides financial support, the Festo education fund covers a structured range of development courses for key study and work-oriented skills, as well as access to a network of technically oriented companies and committed professors. The repayments made by graduates immediately support new students. All those involved thus take joint social responsibility.

### **WorldSkills: Enthusiasm for technology and performance at the highest level**

For many years, WorldSkills has been the leading platform for comparing international performance in vocational education. Festo looks forward to the world championships of professions with enthusiasm: as an employer, as a training operation, as an equipment and solution provider in the field of technical training and as a promoter of the dual system for vocational education. We draw the motivation to be repeatedly among the best in technical training and to continue to be at the forefront from many sources: flexible working in a team, learning in a group together with other disciplines and ways of thinking, researching new kinds of technology and aiming to develop intuitive products fit for the future. It is precisely these qualities that the young people in the competition need: they must work creatively and flexibly in a team, have an optimal input and exchange with their teammates, master the technologies in various details and be intuitive and inquisitive when faced with seemingly unsolvable tasks.



‘Our aim is to optimally support the people in universities, schools and industries with our products and services and to bring them forward. We orientate ourselves around their tasks and performance plans. We want to be at the top in this area and give people the skills that are called for in industries and economic regions – the skills they need in order to secure their own growth and education and to be a part of the economic development in their countries.’

**Dr Theodor Niehaus, Managing Director of Festo Didactic**





## Energy efficiency

The sparing use of energy is one of the biggest tasks of our time. Particularly in industries that consume high amounts of energy, this leads to immense challenges. Yet even where energy has been sufficiently available until now, the increasing consumption worldwide can lead to shortages or have a severe impact on mankind and the environment.

Developing innovative solutions for the more efficient use of energy has been a major concern of Festo for many years. As a specialist in automation with industrial

customers in many sectors, we can make a specific contribution to greater energy efficiency in the manufacturing industry.

That's because, in the automation sector in particular, this potential is still a long way from being exhausted. We thereby meet the challenges of climate change head on and, in doing so, help our customers to make their production fit for the future and to be economical and responsible with increasingly tighter resources. At Festo, attention is paid to energy efficiency in research and development and is also

used in its own production department. In this respect, we aim to achieve continuous improvement. We provide our customers globally with an integrated approach for customised energy efficiency. What we offer ranges from analysis and consultancy services to energy-efficient products, software tools and training concepts. On this basis, we want to further promote the competitiveness of our customers and encourage them to act in a more energy-efficient way in future.



### **Festo Energy Saving Services: reducing energy consumption in production**

With Festo Energy Saving Services, our aim is to exploit energy-saving potential in pneumatic installations as much as possible. With this service, we are able to reduce the compressed air consumption in our own production locations and those of our customers. This is done by means of more efficient compressed air generation, lower compressed air consumption and by preventing compressed air losses.

At the same time, the measures help to prevent unplanned production downtime and thus contribute to constant and fault-free production. In three steps – analysis, planning and implementation – we achieve the following mutual success: up to 60 per cent of the energy can be saved in this way with increased productivity and higher reliability.



### **EnEffAH research project: leveraging efficiency potential in automation**

Festo wants to leverage great potential with EnEffAH. The abbreviation stands for 'Energy Efficiency in Production in the Field of Drive and Handling Technology', a joint project within the energy research programme sponsored by the German federal government. The project develops methods and simulation tools that help to plan, design and operate automated facilities and also involve the chain of electrical and pneumatic energy provision. The results showed that a good technology mix composed of electrics and pneumatics as well as the correct matching and optimised operation of drive components is particularly worthwhile: the energy consumption in production can be reduced tremendously by this.

'The work in the EnEffAH research project has shown us that only a well thought-out combination of electric and pneumatic drives is able to exploit the full potential to make the energy consumption of an installation as optimal as possible.'

**Professor Peter Post**  
Head of Corporate Research and Technology





## Material usage

Materials are becoming increasingly scarce and consume energy and important resources during manufacture, usage and waste disposal. Some materials are already scarce commodities these days or are a burden to mankind and the environment through their life cycle. Handling these resources in a more responsible way creates the basis for the life of current and future generations.

Our products have always been an example of high functionality, quality and durability. Design solutions stand for our claim to be a technology leader. Our constant incentive in this respect: to implement customer requirements and the latest discoveries in order to conserve materials as much as possible.

In order to enable our customers to use our products even more flexibly, we focus on the reduction of installation space and weight, on the one hand, and on consistent compact performance and function integration on the other. We gain new impetus by learning from nature: in the Bionic Learning Network, an association set up by Festo with reputable universities, institutes and development companies, natural principles provide the template for technical applications. Nature has already formed the basic principles of lightweight construction and reduced material usage. When it comes to our products, we therefore strive towards solutions whose constructive design provides the best possible capacity performance and material usage.

These values characterise our product development and are complemented by the aim of reducing the use of chemical components in production as well as material consumption. We are therefore deliberately converting to production methods that involve forming in order to prevent material waste as much as possible during the manufacture of our products. In the case of surface treatment, in future we will favour methods during which no waste at all occurs. In this way, we want to optimise material usage along the entire value chain – at our suppliers, in our production, in logistics and at our customers' sites.



### Bionic Learning Network: taking the principles of nature as a role model

Whether it involves energy efficiency or lightweight construction, functional integration or the ability to learn and communicate – in nature we discover all kinds of adaptation strategies, which can be transferred to engineering. By deciphering basic bionic principles, we provide impetus for industrial applications and the efficient usage of materials. Using our research platforms, we try out new technologies, production techniques and materials. Consistent lightweight construction and the intelligent combination of pneumatic and electric drives enable unique, energy-efficient motion sequences and savings on material.



‘Optimising material usage in our products not only helps to reduce waste and scrap material in our own production, but also makes itself noticeable in our whole logistics chain. The reduced weights and smaller products help us to save energy on transport as well as valuable storage space. Even suppliers and customers outside our own added-value processes benefit from our optimised design solutions. Not only ecological packaging concepts and the more energy-efficient operation of facilities, but also the easier waste disposal or recycling of our products is intended to add value.’

**Stephan Wurst**  
Head of Global Product Development

### Miniaturisation of products: making more with less

When developing new products, we try to consistently reduce material usage whilst achieving the same or improved performance. Examples of this can be found in all product groups: with drives, valves and valve terminals, service units, but also with small components such as magnets, plug connectors and sensors,

the trend is towards miniaturisation. Our DRVS semi-rotary drive, for example, has continually developed over the years and enabled increasingly higher outputs. In the process, however, design solutions enabled its weight to be reduced by over 25 per cent compared to its predecessor. Alongside this, we are continuously

reducing the use of wet chemical processes in production and are increasingly using plasma and heating processes for surface finishing or for joining components – for instance, by laser welding or friction welding.



## Environment, energy and construction

Environmental protection, energy management and sustainable construction are closely linked with one another. Because besides treating the environment with care, the economic and efficient use of energy in the face of advancing climate change is a key task of the current era.

For decades, Festo has focused on strict and trend-setting environmental management for its German sites. In 1996, the sites at Berkheim and Rohrbach were registered under the EMAS (Eco-Management and Audit Scheme). Since then, there has been continuous development. We have worked on saving energy, waste and water and banned substances that are particularly harmful to health and the environment from production and our products. Festo is taking systematic measures to counter other forms of environmental impact, largely in production and the distribution of semi-finished and finished parts. That is why all 14 locations in the

production and logistics association are now certified under the international environmental management standard ISO 14001.

The newly introduced overall ecological objective not only addresses the classic issues relating to the environmental protection practised by the individual locations. We have also used it to define concrete targets for the environmental performance of our suppliers and energy savings during the application of our own products. These are being defined step by step for other locations in the production and logistics association.

Using energy efficiently has always been a permanent goal in our buildings. With the energy management system, which we introduced in 2012, we extended the approach to our production and logistic chain and strive to reduce the emissions of our plants continuously. At Festo, the energy management system and the

overall ecological objective work together to reduce the CO<sub>2</sub> emissions from electricity and fossil fuels use in stationary facilities by 20 per cent by 2020 compared to 2008.

Facilities are planned holistically at Festo. We evaluate new and existing buildings systematically according to ecological, economic, socio-cultural and functional aspects, what enables us to provide optimal solutions. Special attention is also paid to energy: its use over the entire life cycle is already considered at the planning stage which leads to the implementation of many highly efficient and innovative technologies in our buildings. These ensure that energy consumption and emissions are significantly reduced.





### Overall ecological objective: an outlook for 2020

With the overall ecological objective, which goes up to 2020, Festo is setting out the relevant ecological fields of activity and specifying targets. The spectrum covers operational environmental protection at the individual sites, the issues of energy, CO<sub>2</sub> emissions and and resources, plus the supply chain.

For all relevant issues, a joint environmental performance index (EPI) is calculated, which is the basis for defining quantitative targets. Every year, the EPI needs to be improved by at least one per cent in relation to the base year of 2011. This creates a high degree of commitment and transparency. And it ensures that environmental measures and projects are selected and implemented with targets in mind.

### Sustainable construction – the Technology Centre in Esslingen

The Technology Centre in Esslingen combines passive and active solutions. Waste heat from our production circulates through core structures of the building for space heating. For air conditioning, cold water from our solar assisted cooling system flows through the same core structures. In addition, several innovative shading systems regulate solar radiation like the large sails for the atrium facades - for the first time used at this scale - and the pneumatically activated atrium roofs which use foil pads to adjust the incoming sunlight. Furthermore, all technical equipment is automatically adjusted to the internal and external climate conditions, thus guaranteeing a highly economic utilization of the available resources and system components.



‘We provide our employees worldwide with modern and high-quality workplaces. In doing so, we take specific national and cultural aspects into account. At the same time, our buildings have to be technically up to date and energy-efficient. We therefore rely on modern technologies, energy management and, last but not least, an excellent infrastructure. In this way, we create an ideal working atmosphere for Festo employees all over the world.’

**Frank Weber, Head of Corporate Real Estate and Facility Management**





## Health and safety

Health is the most valuable asset that people possess and a basic prerequisite for personal development. Social developments like demographic change place increasing demands on health, particularly in companies.

At Festo, the main focus is on people as a key success factor. In order to keep our workforce healthy, motivated, enthusiastic and able to perform over the long term, the health of every individual is important. In this respect, health has many facets ranging from physical integrity through to mental and spiritual well-being. In this holistic sense, several departments have been taking care of the health

of the employees at Festo in Germany since 1997. Human resources, corporate health promotion, the company medical service, health and safety, social affairs and the works council. In a joint working health committee, they regularly agree on strategy and measures and thereby also meet new challenges arising from demographic change. The aim, above all, is to keep an ageing workforce fit and healthy. Occupational health and safety is an essential prerequisite and a key concern for Festo at all its locations.

All facilities and installations worldwide are planned, built and operated according to

the findings of occupational medicine and ergonomics.

Our standards for health and safety apply internationally. The aim is to develop and establish a strategically aligned corporate health management system across all locations. It is expected to help our employees conduct themselves in an independent, health-conscious manner. As a company, we contribute to positively influencing health in an active and systematic way.



### International safety standards

The health and safety of employees is highly valued at Festo. The 'International Handbook for Safety' by Festo defines the standard. It is aimed at providing a safe environment, safe processes and safe working conditions. The locations receive central support from safety specialists

and are supplied with safety instructions and documents to be implemented as part of a global network. Training courses in the field of occupational safety and fire protection are expected to enable every employee to guarantee the intended safety level and to reinforce awareness

for their own health and safety. By means of this comprehensive health and safety prevention system, the safety standard and health protection can be ensured over the long term and further improved beyond this.



'A healthy company needs healthy workers. In line with this motto, the corporate health promotion scheme (BGF) provides a varied, high-quality and needs-oriented repertoire of health promotion measures.'

**Matthias Kolb, Head of Human Resources Service and Benefits**

### Health management for all employees

Since the foundation of the working health committee in 1997, Festo has taken responsibility for the health promotion system, which is being constantly developed. A works agreement concluded in 2003 for the German locations institutionalises the matter and links it with its own budget. A wide range of measures is now established: ergonomic workplace analyses in production and the office areas, movement and relaxation courses, nutrition workshops, courses for healthy cooking in the canteen, health lectures and much more to keep employees fit and healthy. Since 2011, we have been setting up a company health management system that goes beyond mere health promotion.





## Lifelong learning

Lifelong learning is elementary these days for individual employability and company success in a knowledge-based society. As skilled workers are becoming scarcer worldwide, it is important to develop existing potential in economies and companies by means of innovative training and development concepts.

At Festo, lifelong learning is firmly anchored in the corporate culture and part of the corporate educational responsibility (CER). The foremost principle of our personnel management is to inspire people and foster their abilities. Because only with creative and motivated employees can we be a leader in terms of innovation and technology.

We have created the best conditions for gaining knowledge and to enable our employees to acquire and develop skills. This includes worldwide qualification programmes, the development of a sustainable competence management system and individual fostering of new talent. Our knowledge management acquires knowledge and makes it available for everyone. We use our generation management to increase the exchange of experiences and the transfer of expertise between older and younger employees. Visible signs for how important lifelong learning is to us are training and development institutions like the Festo Academy, the Festo Learning Centre and the Virtual Academy.

The wide range of training that we offer provides employees with personal benefits and makes Festo a sought-after employer around the world. The good scores regularly achieved by our company in external employer rankings are proof of this. We continue to work intensively on establishing worldwide uniform standards for the training and development of the employees. Because an excellent company qualification system is essential at all locations.





### **Festo Academy: tailored further training courses**

The Festo Academy was founded in 1989 for training the employees in Germany. A variety of practical seminars encourages the employees to pursue their personal development. The spectrum ranges from work techniques to intercultural skills and project and knowledge management.

The range offered by the Academy is enhanced by e-learning measures based on the 'Virtual Academy' learning platform available to all employees worldwide.

### **Training Centre Jinan: dual training in China**

In order to ensure that our products and services are of a consistently high quality, Festo has established a training centre in Jinan to ensure that staff are appropriately qualified. As currently the most important market outside Europe, the focus is on China: Together with the German Foreign Chamber of Commerce, the Jinan Vocational College and three European companies, we are establishing a programme there to introduce dual vocational training. It covers a fully equipped mechanical workshop, a CNC workshop, a room for pneumatic, hydraulic and electronic control technology, a training room with mechatronic MPS units from Festo Didactic plus training rooms for computers, SAP and measurement technology. We are pleased to have been able to celebrate the first year of graduates in 2014.



'Our qualification concepts and measures in training and development are primarily based on the corporate strategy and are controlled in individual terms by the actual demand. With the training centre Jinan, we are making our contribution particularly locally, partly also in the region, to achieving the required qualification of employees and managers.'

**Stephan Fritsch, Global Business Partner HR Didactic**

# Organisation and outlook

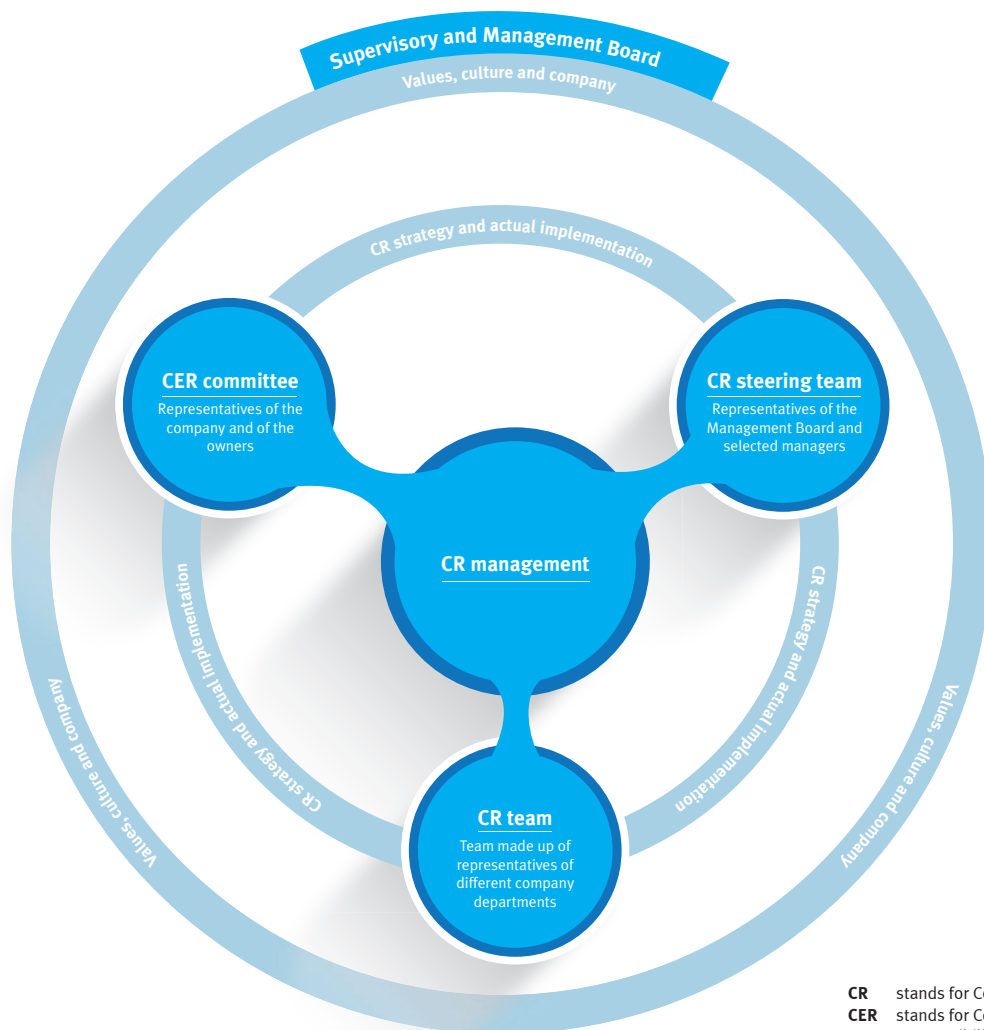
## Our corporate responsibility organisation

Corporate responsibility is deeply anchored in the family company, Festo. Owners, Supervisory Board and Management Board members all take responsibility

for it at the top. In order to practise responsibility, Festo has set out clear structures, responsibilities and processes for the CR management. These ensure that

corporate responsibility is practised and implemented at all levels in the company.

### Corporate Responsibility Organisation



Festo's CR organisation includes a CR officer and a CR team, to which representatives of the central company divisions belong. Together they work out the objectives and content of the CR

strategy and make sure these are put into practice in the corresponding area of responsibility. Through the CER committee, CR topics are discussed with the Owners. Decisions are made in the

CR steering team, which is composed of representatives of the Management Board and heads of central company divisions. Discussions are held with the Supervisory Board via the Management Board.



## Outlook

We are working on systematically integrating responsibility into the company processes, practising transparency and working together with our customers, suppliers, employees and partners on solutions for sustainable development. With this aim, we will:

- Develop our CR alignment further
- Expand our CR fields of activity
- Start a systematic sustainability reporting system and create transparency worldwide about responsibility and sustainability at Festo
- Make corporate responsibility visible as a practised responsibility for employees, customers and young managers
- Identify and make the most of opportunities for us and our customers in the CR fields of activity
- expand the dialogue with our stakeholders further



## Contact person for Corporate Responsibility



'We want to act responsibly and reconcile business, ecological and social interests. "We" means that everyone at Festo is called on. If everyone fulfils their responsibility, we can achieve the best result!'

Irmgard Bruder, Corporate Responsibility

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