

Work Policy

Fundamental principles concerning occupational safety, training and the structure of the working environment at the Research Institute of Automotive Engineering and Vehicle Engines Stuttgart

A corporate culture characterized by a cooperative attitude in the workplace at FKFS is the basis for a positive working climate within the organization and therefore an important prerequisite for commercial success. Respect and tolerance are part of this culture.

FKFS hereby defines the fundamental principles and obligations to take action in the field of occupational safety.

While fulfilling its portfolio of services, it is the declared objective of FKFS to maintain the health, performance and job satisfaction of our employees – and to develop them as far as is feasible.

The concepts concerning the issues in this agreement should be characterized by innovation, creativity and operational expertise and applied to the creation of synergies.

Fundamental orientation

1. Freedom of association

All employees have the right to join trade unions at any time, to form employee representation associations and to be a member of such associations. FKFS subscribes to communication with its employees and the Workers' Council which is open, constructive and based on mutual trust.

2. Organization of occupational health and safety

In the context of the legal requirements, responsibility for organizing occupational safety lies with the corporate representatives of FKFS or the legal representatives of the relevant holding company.

The FKFS Management Board can – for example, as part of a management review – inform themselves about occupational safety compliance, its implementation and check that the organization of occupational safety is functioning properly.

3. Occupational health and safety

In every case, FKFS adheres to the applicable standards for a safe and hygienic working environment. Associated with this are appropriate measures for ensuring health and safety in the workplace in order to guarantee healthy working conditions, for example, through regular training. Line managers must set an example here.

4. Handling hazardous substances

The use of hazardous substances in the machinery and in the building infrastructure can result in damage to employee health and to the environment. As a research institute and development service provider for the international automotive industry, it is essential that FKFS shoulders its responsibilities concerning the environmentally-aware provision of services.

The aim is to reduce the use of hazardous substances at FKFS to an absolute minimum and, where possible, to do without them entirely. Therefore, finding environmentally-friendly and long-term alternative solutions is a priority.

5. Employee qualification / career management

Our employees receive training within their roles enabling them to make an active contribution to fulfilling the organization's objectives.

This means FKFS plans and conducts needs-based, target group-specific training sessions and seminars, which aim to develop our employees – both professionally and on a personal level.

The professional development of FKFS employees will, to the extent required, also include training sessions on protection and defense against discrimination, sexual harassment and bullying, as well as the obligations for managers to take action. To ensure this issue is handled appropriately, this is especially important for FKFS managers, staff in the HR Department and members of the Workers' Council.

6. Information

The flow of information and dialog within FKFS – between its managers, departments and the Workers' Council, as well as any external companies – is the basic prerequisite for creating reliable processes, a positive, cooperative working climate and for safeguarding a strong standard of occupational safety.

Implementation and application

1. Publicity

The employees at FKFS will be informed about this agreement. In line with relevant corporate practices, the Workers' Council will be given the opportunity to carry out this briefing together with representatives of FKFS.

2. Cooperation through fundamental principles

If these objectives and fundamental principles are also anchored in the corporate policy of its business partners, FKFS would regard that as highly positive. This can significantly support the development of an excellent business relationship.

3. Rights of third parties

No third parties can make any claims arising from this declaration.

4. Commencement

The declaration comes into effect once it has been signed and does not apply retroactively.

5. Contacts

If you have questions about sustainability or the Code of Conduct, you can reach our Sustainability Contact via Sustainability@fkfs.de at any time.

Stuttgart, October 01, 2022


The FKFS Management Board



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