



The Fichtner Group is a leading, independent engineering and consultancy firm active in the sectors of Energy, Environment, Water & Infrastructure as well as Consulting & IT. We stand for expertise of the highest order, problem-solving with a high degree of professionalism and innovation, sustainability, high quality, and effective use of resources. Our focus is on providing independent and impartial consultancy with bespoke solutions that best meet the needs of our clients worldwide.

If we are to meet these challenges over the long term, we need a code of practice. We wish to summarize and anchor the requisite system of values in our corporate philosophy, to be binding on all staff members – and with senior executives setting an example in this regard. We seek to abide by our corporate philosophy and to imbue it with life.

Just as a company needs to adapt to new developments in the marketplace, so too must our corporate philosophy keep abreast with the times. This we wish to do as a team, so we call upon you, our colleagues, to back us up in this through your constructive criticism.

The Board of Management

Our identity and future prospects

Our expertise and capabilities

Founded in 1922 and initially serving only regional clients, we have evolved into one of Germany's leading independent engineering and consultancy firms of international standing. With subsidiaries and associated companies, we have some 1500 members of staff around the world, with around 500 at our Stuttgart Home Office. These are mainly engineers, but complemented by economists, management consultants and IT experts from a variety of fields.

We provide our clients with a comprehensive interdisciplinary range of engineering and consultancy services. This combination of engineering with classical management consultancy allows us to deliver tailored one-stop solutions for the realization of even large-scale and challenging projects.

Our independence

We, as an independent, medium-sized consultancy and engineering firm, stand for intellectual and material independence. Free from third-party interests, we guarantee the impartiality of the results of our work.

Our material independence and sound corporate finances are backed up by efficient working practices and cost-awareness, also in the interests of our clients, that ensure our competitiveness. Profitability at a level to secure our long-term survival and the continued development of our business has priority over the equally pursued goal of further growth.

Our staff

Expertise of the highest standard can be delivered only by a first-class workforce. Our priority is to gain the services of competent members of staff, develop their skills and win their loyalty. To assist in this, we provide training aligned to our business requirements. In doing so, we aim for our vision of a workforce made up of highly qualified experts and managers.

Our quality standards

A key element of our quality assurance is the high level of qualification of our staff members. Our quality standards are based on the requirements agreed with our clients with ISO 9001 merely serving as a basis. Our working methods and procedures undergo continuous improvement, and we apply first-rate tools and quality assurance procedures to guarantee efficient rendering of our services to a high standard. The emphasis is on what is best for the client.

Our capacity for innovation

Innovation, as a constant element of our entrepreneurial activity, ensures that we offer a range of services made up of, to the maximum possible extent, technologies that lie in future-oriented growth markets. Counting to our capacity for innovation is receptiveness to new developments and a willingness to press ahead with unconventional solutions – with the courage to take on acceptable levels of risk and, where necessary, to learn from mistakes.

Our future prospects

Our goal is to safeguard what we have achieved and to secure our market position. As in the past, we aim to identify new market trends in a timely manner and to position ourselves accordingly, and for this we are well equipped. We intend to consolidate our leading position in our traditional markets and to generate unforced and appropriate growth without overextending our finances or calling into question our independence. We will develop new areas of business on a scale commensurate with the range of services we offer.

Our business sectors

Our clients

As a major engineering and consultancy firm, we are active in many fields and offer our services around the world. Our clients include public and private sector infrastructure providers such as power utilities, local authorities, municipal utilities, water supply and sanitation companies as well as waste management and transport services. Alongside development and commercial banks, other key clients are private investors and industrial enterprises as well as government institutions, such as ministries and research establishments.

Our areas of business

We work in four main areas: Energy, Environment, Water & Infrastructure as well as Consulting & IT. In these, we offer a complete spectrum of high-quality engineering and consultancy services.

In the sector of **Energy**, our range of engineering and consultancy services covers conventional power plants, oil & gas infrastructure, energy transmission and distribution, energy management, energy economy and the vital segment of renewable energies. Our range of services is rounded off by such technologies as smart grids and e-mobility.

In the **Environment** sector, we offer engineering and consultancy services for waste management, environmental technology, environmental management and emissions trading. We also undertake environmental audits and provide assistance for permit applications.

In the sector of **Water & Infrastructure**, we provide engineering and consultancy services for water management as well as for water supply and sanitation. Other fields of activity are civil engineering hydraulics, port construction, geotechnics, integrated infrastructure concepts, locality development, transport and subsurface structures as well as mining and raw materials.

In the sector of **Consulting & IT**, we provide services ranging from strategy and management consultancy, through privatization, financial modeling, facility and operation management, up to IT consultancy, including industry-specific IT solutions.

Our spectrum of services encompasses expert and independent counseling, from initial analysis and project conception, through engineering and contract award, up to construction supervision and facility operation. This is ideally rounded off by our consulting & IT services. This concept allows us to provide our clients with a full range of planning and consultancy services and to deliver one-stop solutions to even complex problems.

Our system of values and our conduct

So that our engineering and consultancy services can be provided in an expert and professional manner, we wish to provide some guidance. To this end, set out the basic principles underlie our decision-making processes. In addition, we wish to make it clear what standards of conduct we support.

The best solution for the client

When advising our clients, we attach prime importance to what is best for the client, not to what is in our own interest. In this respect, too, we are committed to independence, credibility and integrity.

We provide top-quality services in a competitive environment

We are committed to the competition of the marketplace and are focused on performance. We efficiently provide our clients with services of the highest quality. This challenge is our motivation to deliver excellent services and to continuously consolidate and develop our position as a leading engineering and consultancy firm. In the competitive environment of the marketplace, we are concerned to ensure the quality of our services. Proposals and outcomes at the expense of our quality standards do not enter into consideration for us. Nevertheless, we turn a critical eye to the search for perfection in terms of cost and use of resources. In such cases, we develop suitably balanced and pragmatic solutions.

We act responsibly

We act responsibly in our relations with business partners, the general public, our company and our staff. We are resolute and, when called for, we do not shy away from risks. We attempt to make such risks manageable and calculable for ourselves while limiting the hazard potential.

We take sustainability seriously

We are committed to sustainability and conservation of resources. We seek solutions that are fit for the future and that protect the environment. As far as possible, the solutions we propose should minimize any adverse impact on the livelihoods of future generations.

We are performance-oriented and fair while promoting creativity and innovation

We promote creativity by allowing our members of staff the freedom to develop an open working atmosphere in which constructive criticism also plays a key role and in which synergies are harnessed through teamwork. A transparent and fair management structure, the delegation of responsibility and a system of staff appraisals form the framework of a performance-encouraging environment that spawns creativity. We believe that innovation demands creativity and that they are in fact two aspects of the same process. An open working atmosphere should be one in which conventional wisdoms can be called into question and in which new ideas are welcome. This means that we constantly need to question our own position and to show respect and tolerance for the opinions of others. If we as a team are to come up with creative and innovative solutions, this calls for objectivity when evaluating how we approach a problem.

We act with tolerance and humanity

We are tolerant and do not discriminate against anyone on the grounds of their origin, gender, age, creed or religion. It goes without saying that we show open-mindedness and respect in our dealings with other cultures. We act with tolerance and humanity in our dealings with each other. Fairness, openness and respect in relations with clients, contractors, business partners and work colleagues are important concerns of ours. We take our corporate social responsibility seriously. We attach great importance to safeguarding our employees' health. This includes compliance with necessary and statutory standards for a healthy and safe working environment as well as socially responsible working practices. Also the safeguarding of jobs is an important element of our system of values.

We have high standards of integrity and do not tolerate corruption

In our work, we are committed to compliance with the law as well as to high standards of ethics and integrity. We do not tolerate corruption, bribery or anti-competitive practices. Nor do we tolerate conflicts of interest between the actions of employees and the company. We expect our business partners and staff members to act in a law-abiding manner as well as with fairness and integrity. In doing so, we strengthen our credibility, integrity and ethical standards.