

# FUCHS SUSTAINABILITY REPORT 2011

LUBRICANTS.  
TECHNOLOGY.  
PEOPLE.



## Sustainability

FUCHS PETROLUB understands sustainability as core element of sound corporate management, in which the economic, ecological and social aspects are taken into consideration and harmonized. FUCHS actively implements these three key sustainability targets.

In the economic field, the Executive Board is committed to a continuous and sustainable increase in company value and creation of shareholder value. In the context of this objective, the Group uses a KPI for internal control that employs economic gain in a holistic approach. This KPI also forms the basis for the variable compensation at all management levels and many other areas within the Group.

In the ecological field, FUCHS PETROLUB develops special technologies, as well as application-specific, emission-reducing and environmentally-friendly lubricants. Beside this, FUCHS is committed to environmentally friendly production methods and also continually works on improving its processes with a view to greater environmental friendliness. In so doing, FUCHS makes a contribution to reducing energy requirements, preserving resources, securing wear protection and thereby to sustainability in the ecological sense. Our aim is to create more value with fewer resources.

In the internal social field, FUCHS PETROLUB employs a wide range of experienced and well-trained staff to ensure that all functions are performed by the right mix of specialists and all-rounders. The objective here is to train young people, as well as to develop and promote talented key potentials in the sense of sustainable succession planning. Wherever possible, FUCHS fills positions that become vacant with experienced employees from within the company.

In the external social field, FUCHS subscribes to the idea that companies should not be committed solely to economic success, but equally also carry social responsibility. FUCHS PETROLUB therefore supports social and voluntary engagement at its various company locations and promotes academic, social and cultural projects both nationally and internationally.

On January 1 of the reporting year, FUCHS created the position of Chief Sustainability Officer, whose duties include the standardization, optimization and further development of the existing processes with a view to securing sustainable corporate control. Among other things, this includes the establishment of non-financial sustainability indicators, which we are currently assessing, analyzing and consolidating for the first time at our companies in the ecological, economic and social category. Our objective is to continually monitor these indicators from 2012 onward and publish them once a year.