

Georg Fischer: milestones of sustainability

- 1802 Founding of the company: in Schaffhausen, Johann Conrad Fischer lays the foundations of today's Georg Fischer AG.
- 1867 Georg Fischer I establishes a sickness benefits fund for his staff; in 1897, the fund joins the "Verband für Freizügigkeit Schweizerischer Krankenkassen" (Association for Transferability of Swiss Health Insurance Funds). In 1907, dependents' insurance is introduced on the initiative of manager Ernst Homberger. Federal health insurance regulations come into force in 1914.
- 1868 Construction of the first worker's house and acquisition of several tenements for employees – starting point for the generous housing policy instituted later on.
- 1876 Georg Fischer I arranges private accident insurance for his workers.
- 1895 First corporate housing estate in Singen (Germany).
- 1896 The firm becomes a joint-stock company.
- 1898 Georg Fischer II introduces the seniority benefits scheme.
At the time, this is designed to credit all workers who have been with the firm more than five years with an annual sum taken from the operational results and deposited in a corporate savings book.
- 1898 Georg Fischer II supports the establishment of a staff committee. Its remit is to promote management-employee relations.
- 1906–12 First employee housing estate at "hintere Breite" (residential area of Schaffhausen).
- 1917–19 Acquisition of various estates, including former convent Klostersgut Paradies, with a view to supplying the firm's employees with farm produce.
- 1918 Institutionalization of apprenticeship training via the founding of an in-house school.
- 1919 Gonzen AG iron ore mine founded with the involvement of Georg Fischer AG.
Although the mine ceased operations for good in 1966, to this day Georg Fischer remains very involved with the industrial monument it has become. The mountain – with the highest iron ore content of any in Switzerland – is now open to the public and gives an insight into the Swiss mining tradition (www.bergwerk-gonzen.ch).
- 1925 Establishment of a corporate welfare office. Its mandate is to provide support to all employees in resolving professional and private concerns and problems.
- 1927 Ernst Homberger Foundation established with the aim of giving the children of employees access to vocational training.

- from 1935 Development of an in-house accident prevention service aimed at minimizing safety hazards in the workplace, installing safeguards and educating the workforce.
- 1941 Construction of a rest home for employees in Mogelsberg (Toggenburg, Switzerland).
- 1944 Construction of the "Collinetta" rest and holiday home for employees near Ascona (Ticino, Switzerland).
- 1948 Georg Fischer founds the Iron Library. Today, this collection comprises around 40,000 specialist books and magazines on the subject of iron, and is free of charge to scientists and students (www.eisenbibliothek.ch).
- 1974 The Corporation opens its training centre in the former Clarissan convent Paradies near Schaffhausen.
- 1981 The Georg Fischer Corporation defines its corporate principles.
- 1992 Signing of the ICC (International Chamber of Commerce) Charter - Georg Fischer commits itself to a sustainable business model.
- 1994 Corporate principles modified.
- 1995 Design and launch of the Corporation's environmental management system.
- 1996 Formulation of Georg Fischer's environmental policy.
- 1996 Georg Fischer Automobilguss GmbH in Singen (Germany) becomes the first of the company's foundries to gain EMAS certification for its environmental management system (EU Directive 1836/93).
- 1997 Development of the company's environmental information system (BUIS).
- 1997 The three German foundries in Singen, Mettmann and Leipzig are among the first ten such companies in the world to have an environmental management system audited to ISO 14001.
- 1997 In connection with the discussion on forced labour at Georg Fischer's sites in Germany, the Corporation becomes involved in the Swiss Economy Investment Fund and commissions freelance historian Hans Ulrich Wipf to produce an account of these years. This work was published in 2001.
- 1998 The Georg Fischer Corporation sets its sights on gaining environmental management system certification for all its production- and logistics-oriented subsidiaries, and ISO 14001 certification within three years for new establishments, acquisitions and participations of more than 50%.

- 1999 All Georg Fischer foundries have gained ISO 14001 certification.
- 2000 First corporate Environmental Report (annually from 2000).
- 2000 Beijing Agie Charmilles Industrial Electronics Ltd gains ISO 14001 certification.
- 2001 Georg Fischer draws up internal guidelines for the implementation of corporate governance principles.
- 2002 The shareholders support the establishment of a bicentenary foundation by waiving their anniversary dividend. With seed capital of CHF 3.5 million, the "Clean Water" programme for drinking water projects is instituted worldwide.
- 2002 Georg Fischer introduces a code of conduct describing not only the responsibilities of the company but also those of its staff. The Code applies to all the Group's subsidiaries.
- 2004 Evaluation of the key sustainability figures relevant to Georg Fischer.
- 2004 First Sustainability Report issued as part of the Annual Report.
- 2005 Development of a sustainability management system and broadening of BUIS (the corporate environmental information system) to include key social figures. BUIS evolves into a sustainability information system (SIS).
- 2005 Of the ten Chinese manufacturing companies owned by the Corporation, 80% have gained ISO 14001 certification.
- 2005 Appointment of a Corporate Compliance Officer.
- 2005 Introduction of a Group-wide risk assessment instrument for documenting and evaluating relevant risks.
- 2006 Georg Fischer publishes its first Sustainability Report.
- 2007 The Executive Committee decided to certify all production companies to OHSAS 18001 (Occupational Health and Safety Assessment Series) by 2011.
- 2007 Introduction of the Human Resources and Social Responsibility Policies.
- 2008 Introduction of a reporting system for employees who observe violations of the law and/or internal guidelines.
- 2009 The Georg Fischer Supplier Code comes into force. The Code defines the requirements for sustainable business practices applicable to all suppliers of goods and services.