



Pushing Performance

Vision
Company Goals
Philosophy
Leadership principles
How we treat one another

People | Power | Partnership



Our mission statement



“And so we are astonished to discover that there are mysterious circumstances which stimulate us. We can only breathe if we are united with others by a common overriding goal.”

Antoine de Saint-Exupéry

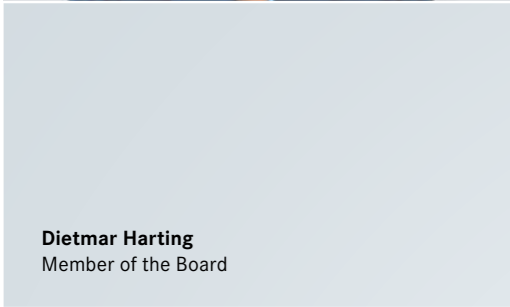




Philip F. W. Harting
Chairman of the Board



Maresa W. M. Harting-Hertz
Member of the Board
Finance and Purchasing



Dietmar Harting
Member of the Board



Margrit Harting
Senior Vice President
and Partner



Dear members of staff,

It was in 1996 that we put our vision of the future of our company down in writing for the first time. After all, everyone who is to be involved in successfully shaping and determining the future of the HARTING Technology Group must be familiar with the key aims and objectives we are pursuing. If you want to join us with confidence and optimism on the course we are charting, our basic values must also be your values. Our guidelines in daily interaction “How we treat one another” must be fair for everyone involved - especially in a multicultural company such as ours. In 2003 we have expanded the brochure with our “Leadership principles” and have thereby added to the guidelines outlined by the HARTING Way:

Our Vision is the precondition for our success. Our vision describes values that we live and promotes meaning and purpose.

Our Company Goals point the way for our daily actions and activities. Our Company Goals provide orientation as well as defining our aspirations.

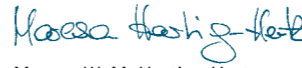
Our Corporate Philosophy outlines the basic elements and the general conditions of our work that are essential in everything we do.

“How we treat one another” facilitates our cooperation and provides assistance in our day-to-day interaction.

The Leadership Principles are the benchmark of our leaders’ activities on all levels.

We will only be able to achieve sustained success when each and every member of staff takes these guidelines and ideas to heart and is strongly committed to their long-term implementation and realization.


Philip F. W. Harting


Maresa W. M. Harting-Hertz


Dietmar Harting


Margrit Harting

Our Vision

We want to shape the future with technologies for people.



We want to become a global company.



We want to create values for people.



Our Company Goals

We want to increase customer benefit by implementing technological change and progress.



We want to focus our business on growth markets.



We want to design and manage our processes efficiently and sustainably.



We want to act in accordance to “How we treat one another”.



We want to remain an independent family-owned company.



Our Philosophy

- We are an independent family company and regard ourselves as an innovative, researching group of companies. Worldwide we are at home in the growth markets and play an active role in their development. Our corporate policy is characterised by confidence and reliability.
 - In technology we see a great opportunity to meet the challenges set by society. Technology serves mankind, and this in turn makes our work meaningful.
 - Our customer-oriented approach makes us successful and benefits not only our members of staff, partner companies and shareholders but also the public at large.
 - It is with openness and inner flexibility that we, as a “learning” company, design our adaptation processes in an environment which is constantly undergoing change.
 - The market economy is our basis. We are actively involved in our relations with the outside world. We respect the laws and cultures of the countries in which we work and aim to be a committed member of society.
 - Our all-embracing notion for total quality externally and internally is setting new standards. Through our daily work in pursuit of optimum solutions we have a clear commitment to performance and professionalism.
 - Environmental responsibility is an integral part of everything we undertake.
 - Our principles “How we treat one another”, are a part of our declared policy and form the basis for our co-operation within the company.
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Our Leadership Principles

We want leaders who meet the demands of global competition for markets and customers and measure up to how we treat one another. The HARTING leader is a market-oriented enabler, a role model rather than simply a specialist.

The HARTING leader inspires, encourages and motivates employees, faces up to international challenges and continuously measures him- or herself against the following leadership principles:

The HARTING leader

- guides employees to outstanding achievements,
- shows the way and focuses on the objective / target,
- acts methodically and proactively,
- inspires through a winning personality, and
- ensures that every process meets the requirements of internal and external customers.

How we treat one another

Worldwide we are at home in the growth markets. A cosmopolitan approach, tolerance and interdisciplinary thought and action allow us to develop dynamically and successfully.

We want to actively mould the corporate culture of the HARTING Technology Group, so we know how we should treat each other.

- 1 Our co-operation is based on mutual respect, confidence and fairness.
- 2 Through an open exchange of information we create an atmosphere of trust and a spirit of partnership.
- 3 We are open, direct, objective and polite towards one another. Constructive criticism is actively encouraged within our company.
- 4 We act professionally and creatively.
- 5 Within the scope of our individual and corporate objectives, each one of us bears personal responsibility and accountability for our joint success.
- 6 Entrepreneurial action within the scope of calculated risks also involves making mistakes and we learn from such mistakes.
- 7 Through exemplary conduct, professional competence and personal qualities anyone in the company can qualify for an expanded sphere of activity and managerial responsibilities.



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HARTING Technology Group

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