

igus® solar system (since 1986)

(www.igus.eu/info/company-about-igus)
 "I need no boss. Give me the customer!"
 "I am the manager!" (since 1990)
 "To manage: to finish something successfully."
 We want our customers to say,
"Wow, they are good!"



Guiding stars: PERFECT motion plastics®:

P Performance. Results, Transparency, measurability. High goals and standards. One Thing(s).

E Easy. Simplify. Make it easy for all, customers and colleagues, KNOCKNOCK (No "No" without CEO)

R Right. Do it right the first time. Seek advice immediately. Resolve complaints immediately. First help, then negotiate.

F Fast. Customers love speed.

E Efficiency. Do more with less. Frugality. Savings for new invests.

C Clarity, Honesty, truth, respect in all we say, write, do. The cheapest solution that works is the best for our customer.

T Tons of innovation. Invent. Experiment, learn and be curious.

And the second F:

F Success and FUN for our people, through the success and fun of our customers.

PLUS: the second, the "wrong F", is the realization that nothing is perfect, but the strive for perfection drives us.

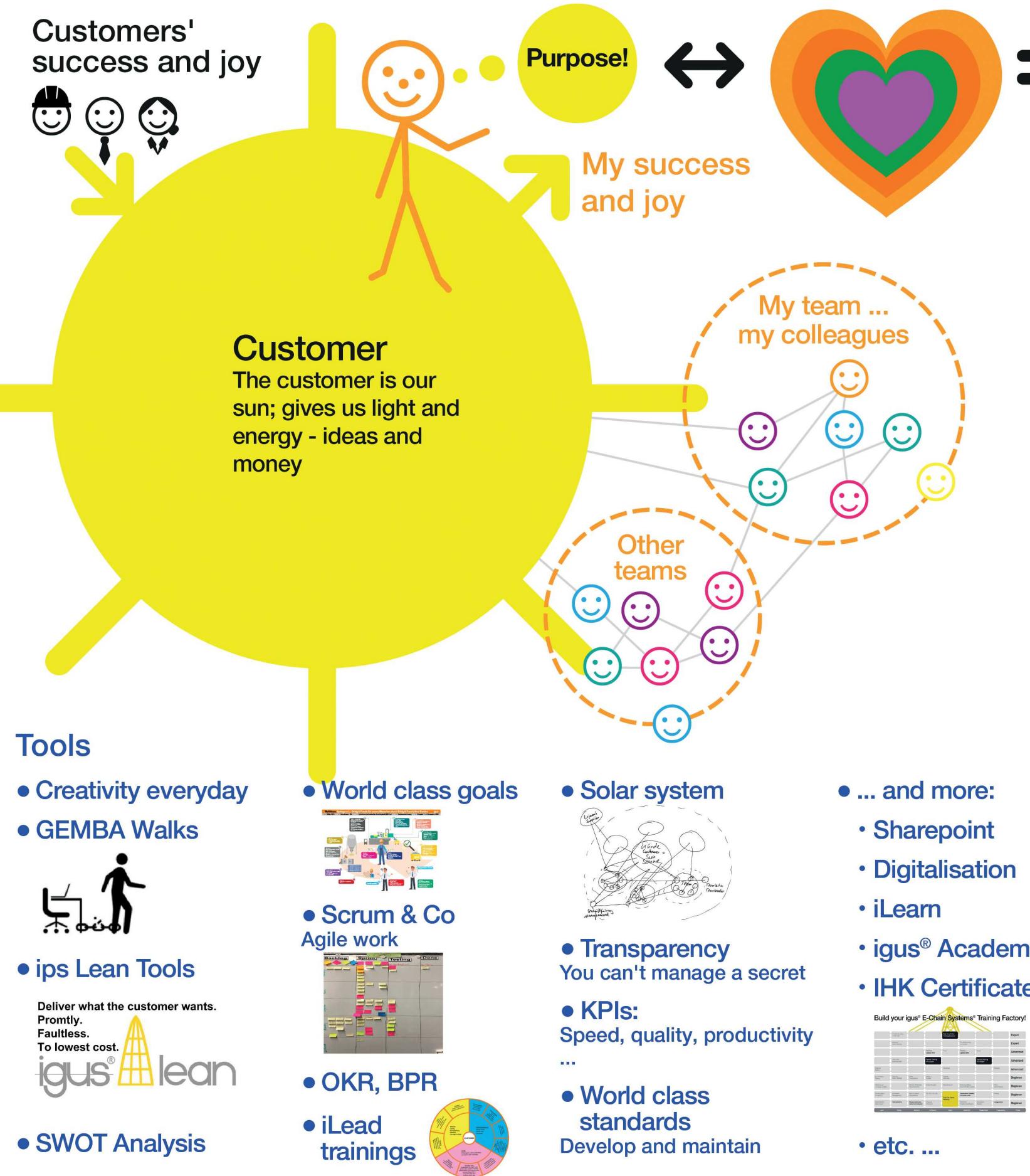


• SWOT Analysis

Deliver what the customer wants. Promptly. Faultless. To lowest cost.

igus® lean

igus® drivers, tools & habits Success for me and my colleagues through the success of our customers



Improve all types of motion with motion plastics® (Tech up, cost down) with CO₂-neutral footprint and zero plastic waste and be the easiest-to-deal-with company in the industry (Examples: delivery times from 24hrs, online service life calculation)



Rules of working together

1. Free will – nobody acts against his own will.
2. Once we choose, then we work on a "world class" level.
3. Decide & inform. Clear decision rights.
4. Deliver or inform to all. Transparency and honesty. "You can't manage a secret".
5. Celebrate success. Applause. "I had a good day". What's next?
6. Everyone can criticise everyone else in a constructive manner.
7. Encourage, help and support your colleagues
8. Respect, politeness and friendliness to everyone
9. Disagreement desired, KnockKnock desired
10. Conflict management stages for every employee:
 1. Team
 2. Team & ERC⁽¹⁾
 3. Team & ERC & HR⁽²⁾
 4. Team & ERC & HR & CEO

(1): Employee Representative Council

(2): Human Resources, and/or other Division Managers/Top Leaders