



# FAHNENGÄRTNER



Values for sustainable economy

10 : 50 = 10 ? 11





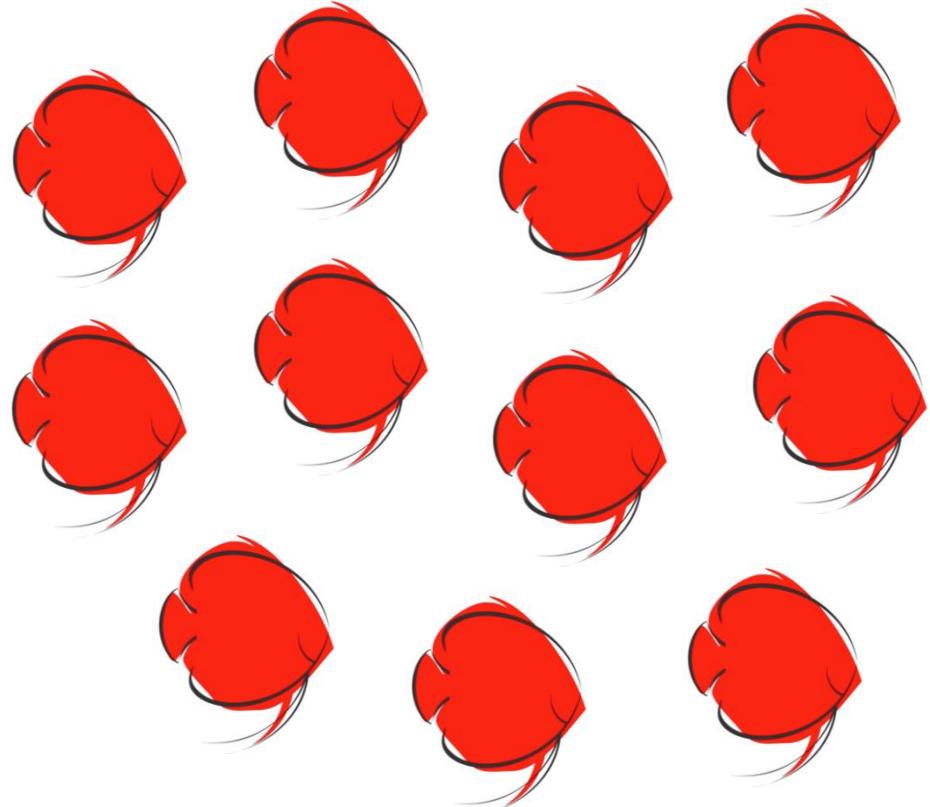
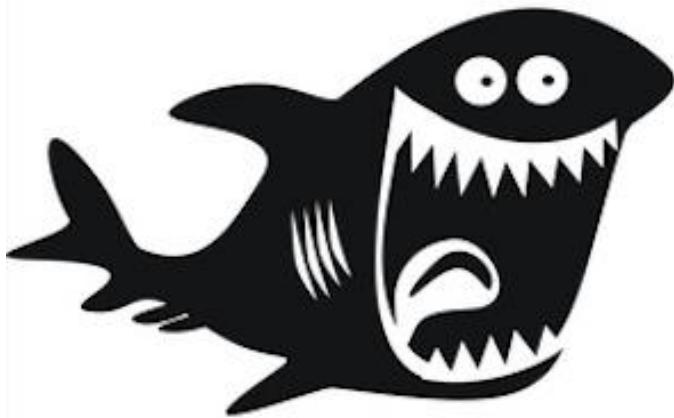
rethink  
&  
inspire



10 : 50 = 10 to 11



# globalisation



# The scale of unfairness

- exploitation
- war
- corruption
- lobbyismus
- abuse of power
- fear
- pollution
- ...



- humanity
- peace
- human values
- love
- life & living
- awareness
- ...

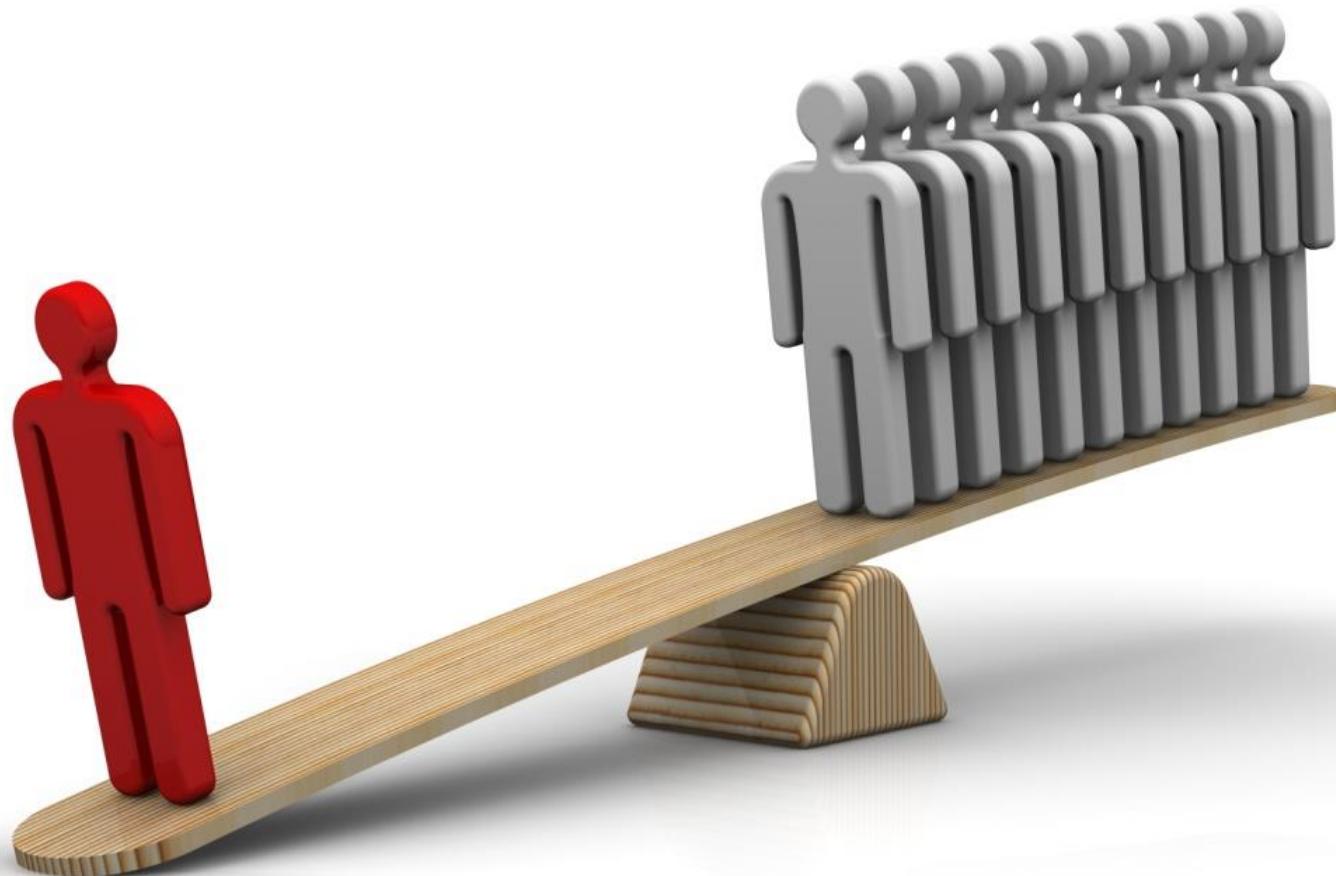




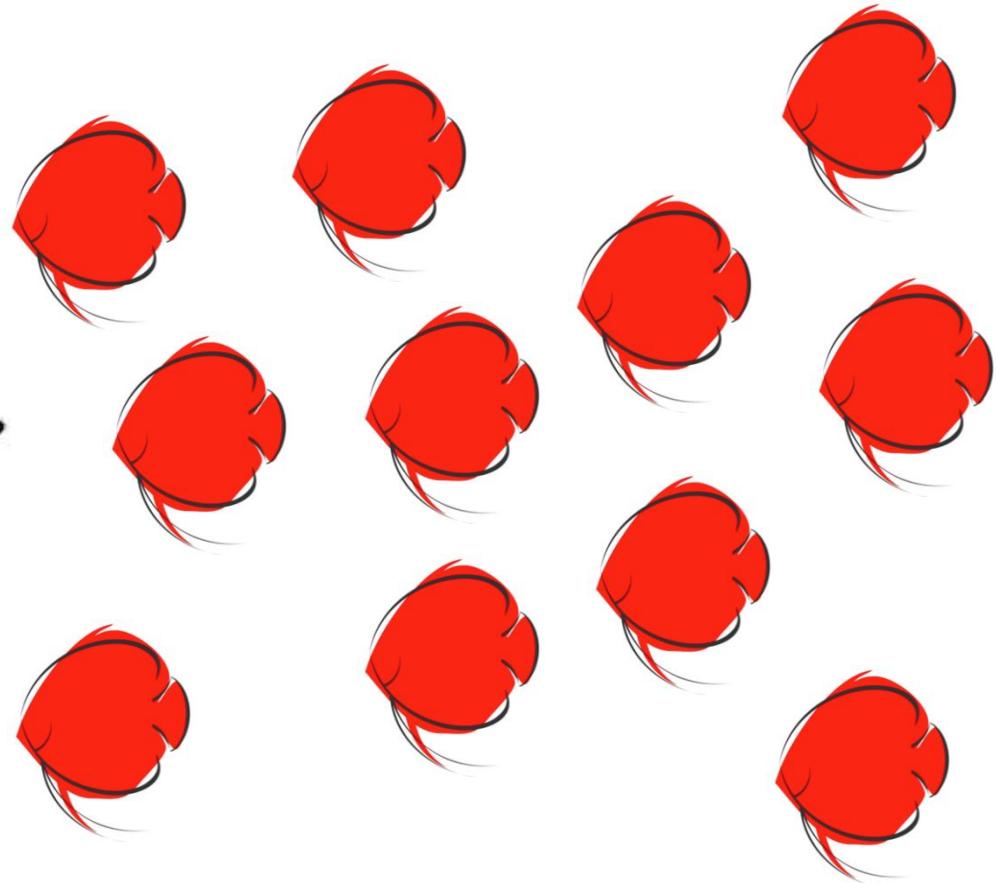
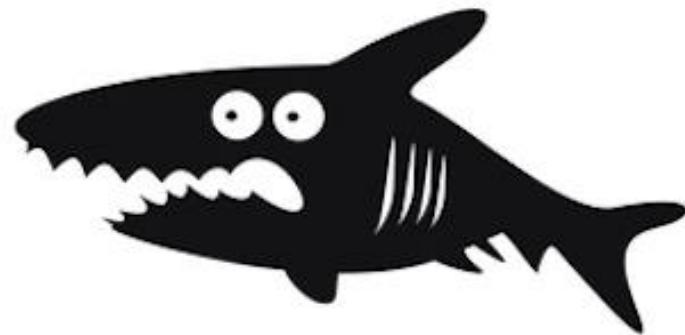
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# The scale of wealth



# swarm intelligence



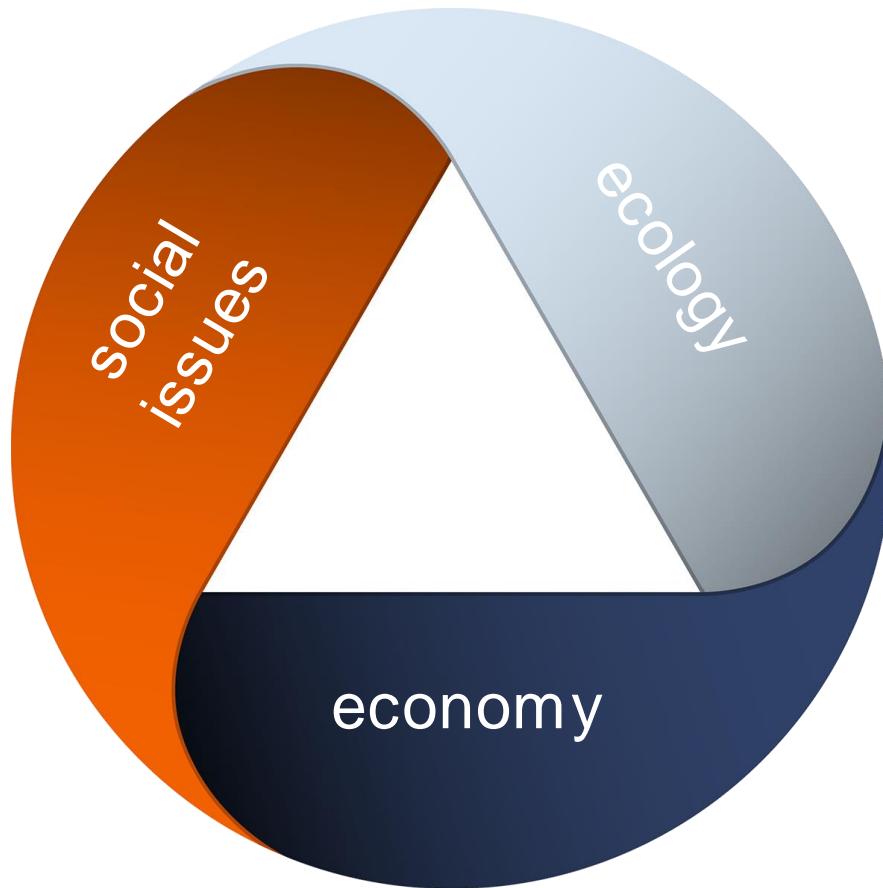
# personal attitude

- love for life
- commitment to the austrian company location
- individual responsibility
- christian-sozial basic attitude
- value orientation
  - values are anchors
- „Because we rented the world from our children“

**IF NOT US – WHO ELSE?**



# Sustainability





3 qualities

**POWERFLAG**

**STANDARDFLAG**

3 claims



**FAHNENGÄRTNER**



# Steps of Fahnen-Gärtner 2005 - 2015

- fluorescent tube → LED
- heating oil → district heat
- building insulation → wall, roof, window
- new production technology → water, energy, fabric, ...
- heating
  - thermostatic valve
  - NEV: 600 m<sup>2</sup> photovoltaics



# creating awareness – internal education

- useful ventilation
- use of raw materials
- error management
- ...

**every employee is a multiplier ...**

Responsibility as an entrepreneur: We have to give **answers!**

- Masterplan 2020 for energy use



# benefit

- employee satisfaction  
loyalty & motivation
- SALES ARGUMENTS
- image
- COST ADVANTAGE
- labour market
- independence
- personal satisfaction



# people- and value orientation

- **health-conscious corporate philosophy**

- moving (cycling) for a good cause
- fruit corners in the company
- health tips
- health lectures
- movement classes (Zumba, ...)
- Xundi fund,
- company canteen ...



- **Social commitment**

- each donation gained from these projects goes to social institutions or needy people in the region



# people- and value orientation

- **practised values in the teamwork**
  - 7 guidelines (e. g. appreciation, honesty, ...)
- **family-friendly company**
  - company kindergarten „Pfifferlingplatzl“
  - very flexible working hours
- **appreciative and talent orientated employee management**
  - people are at the focus



# What do we offer?

- internal & external trainings
- good career opportunities
- company canteen
- flexible working hours
- staff dress



# What do we offer?

- travel reimbursement
- company kindergarten „Pfifferlingplatzl“
- good working atmosphere
- internal company magazine
- birthday- and christmas gifts



# This is why FAHNENGÄRTNER lives **these values!**



... because we work there

Mittersill - Salzburg Land

... where others spend their holidays!

„in the heart of the Hohen Tauern“

# Everybody can do something!

