

ZF CHARTER

Innovation Approach

To achieve our goal we need to have an entrepreneurial mindset with the willingness to take risks. This is how we drive innovation.

- Think beyond boundaries.
- Learn from successes & failures.



Customer Focus

Crucial for the success of ZF are satisfied customers. We aim to work efficiently and within a competitive cost structure, without accepting targets that weaken our company or endanger our financial independence.

- Think like an entrepreneur and find the right balance.
- Unfold high engagement for customers and for ZF.

Result Orientation

To achieve our goals we need to continually measure our results to exceed expectations. We make sure we have sufficient financial means to invest successfully into future technologies.

- We use our resources with purpose.
- We pursue balance between quality and speed.



Commitment to people

The principle "Commitment to People" helps us create a corporate culture that supports trustful collaboration and motivates top performance. This is how we attract and retain the best talent globally.

- Support, empower and trust people.
- Give constructive feedback.

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