



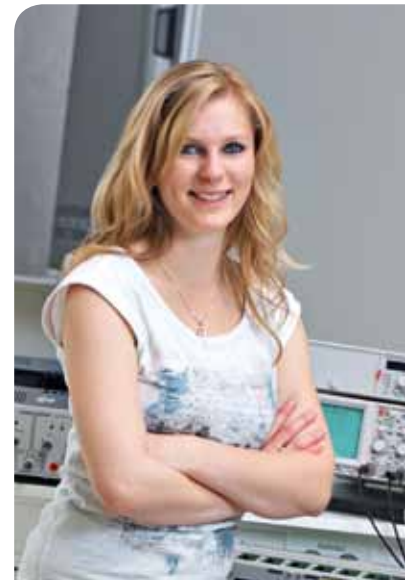
Pushing Performance



Pushing Performance

People | Power | Partnership

What we stand for



*Do you have any questions
about working at HARTING?*

Please contact us by phone or email,
or get in touch on Facebook!

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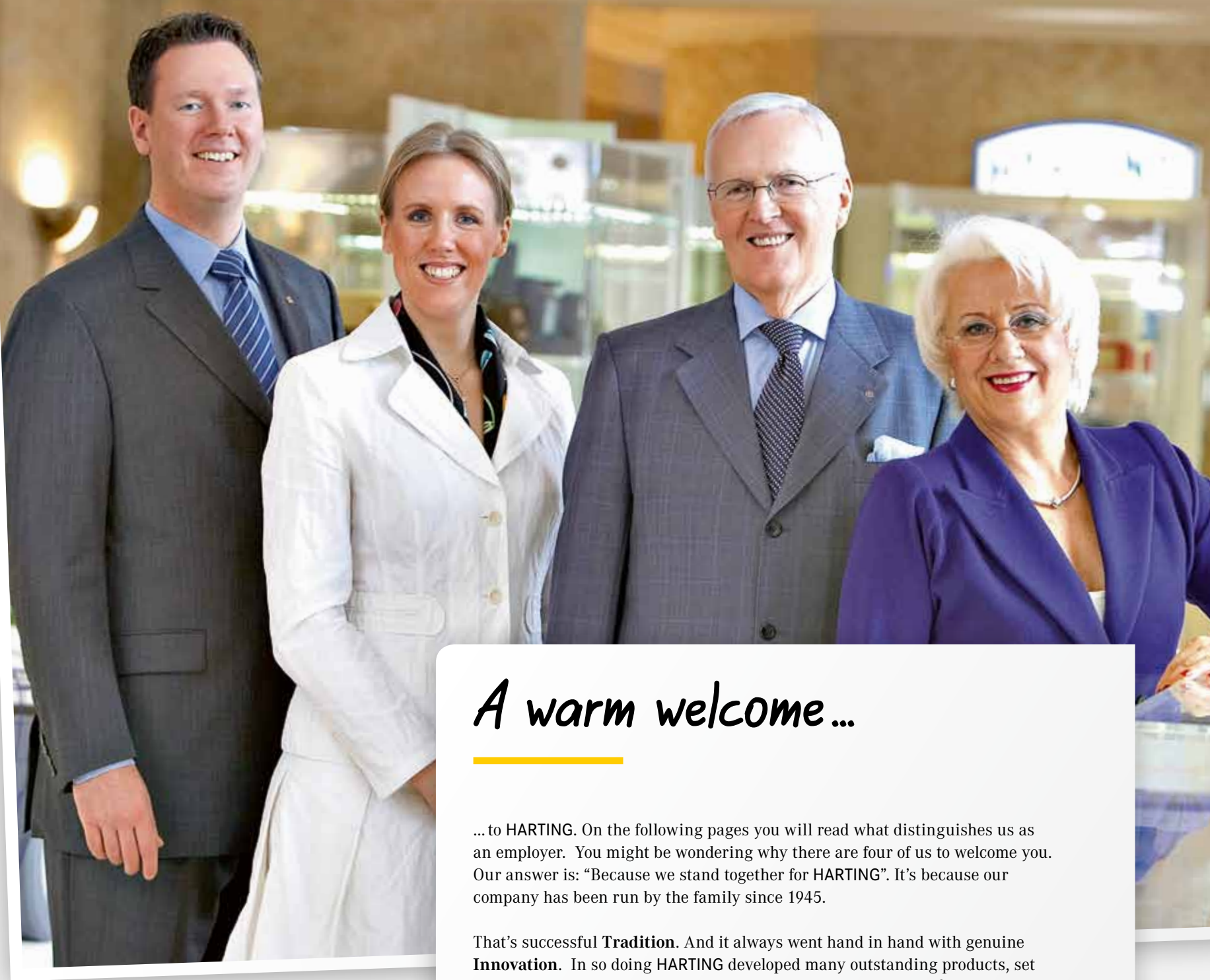
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Tradition
Innovation
Future

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Philip F. W. Harting
Maresa W. M. Harting-Hertz
Dietmar Harting
Margrit Harting

A warm welcome...

...to HARTING. On the following pages you will read what distinguishes us as an employer. You might be wondering why there are four of us to welcome you. Our answer is: “Because we stand together for HARTING”. It’s because our company has been run by the family since 1945.

That’s successful **Tradition**. And it always went hand in hand with genuine **Innovation**. In so doing HARTING developed many outstanding products, set trends, was increasingly international and finally, with the Han® connector (HARTING standard), the world market leader for heavy duty connectors. This success was only made possible by our employees. And many more colleagues will accompany us on our path to the **Future**. You too? Make the first step and send your application to HARTING.

We look forward to hearing from you!

Our mission

As an employer HARTING has a clear and strong statement.

„People | Power | Partnership“.

You can read here what each of these terms stands for.

You can also find out more on the individual topics on other pages of this brochure. We have developed a clear and authentic claim.

As a new employee of HARTING you will find out if this represents reality.



People

Our employees are the foundation of our success. Therefore they are the focus of the company policy. This basic principle guides the Harting family and the management in their decisions. Together with the management we create a motivating environment.

In it employees can fully develop and further educate themselves. In particular this includes high quality training, wide-ranging further training, individual career plans, flexible working time models as well as a performance-linked salary.



Power

We draw **our strength** from a mutual appreciation and innovative and high quality products that assert themselves at the forefront of dynamic markets.

To be able to develop, produce, promote and market our outstanding products with a lot of energy we need qualified employees with a lot of commitment.

This we ask for and encourage according to your abilities and on our ambitious path to becoming a global business company we offer you excellent career prospects at home or abroad.



Partnership

Our family run business trades based on partnership. Our customers and suppliers sense this every day. The basis for this is our growth and our financial independence.

We also live a partnership culture internally. Our employees and their families can count on us to help them to have a work/life balance. We continue to grow in the international markets and are committed to the location in East Westphalian.

Here we're heavily engaged in the cultural and social sector. Our social responsibility also expresses itself in a sustainable, environmentally friendly production.

At a glance

HARTING is an international technology company and a world leader of heavy duty industrial connectors. You will find key information and the principles of our company policy.



Torsten Ratzmann
Board - Production and Logistics

”

“The brand HARTING is a promise to our customers: The combination of innovation with uncompromising quality.”

“THE FUTURE NEEDS AN ORIGIN”*

For our origin the company headquarters in East Westphalian Espelkamp also stands for a company history, characterised by innovation, dedication and entrepreneurial foresight. Through this HARTING was family-run to become an internationally successful company. We are proud of this origin – and what it represents we will take with us into our future.

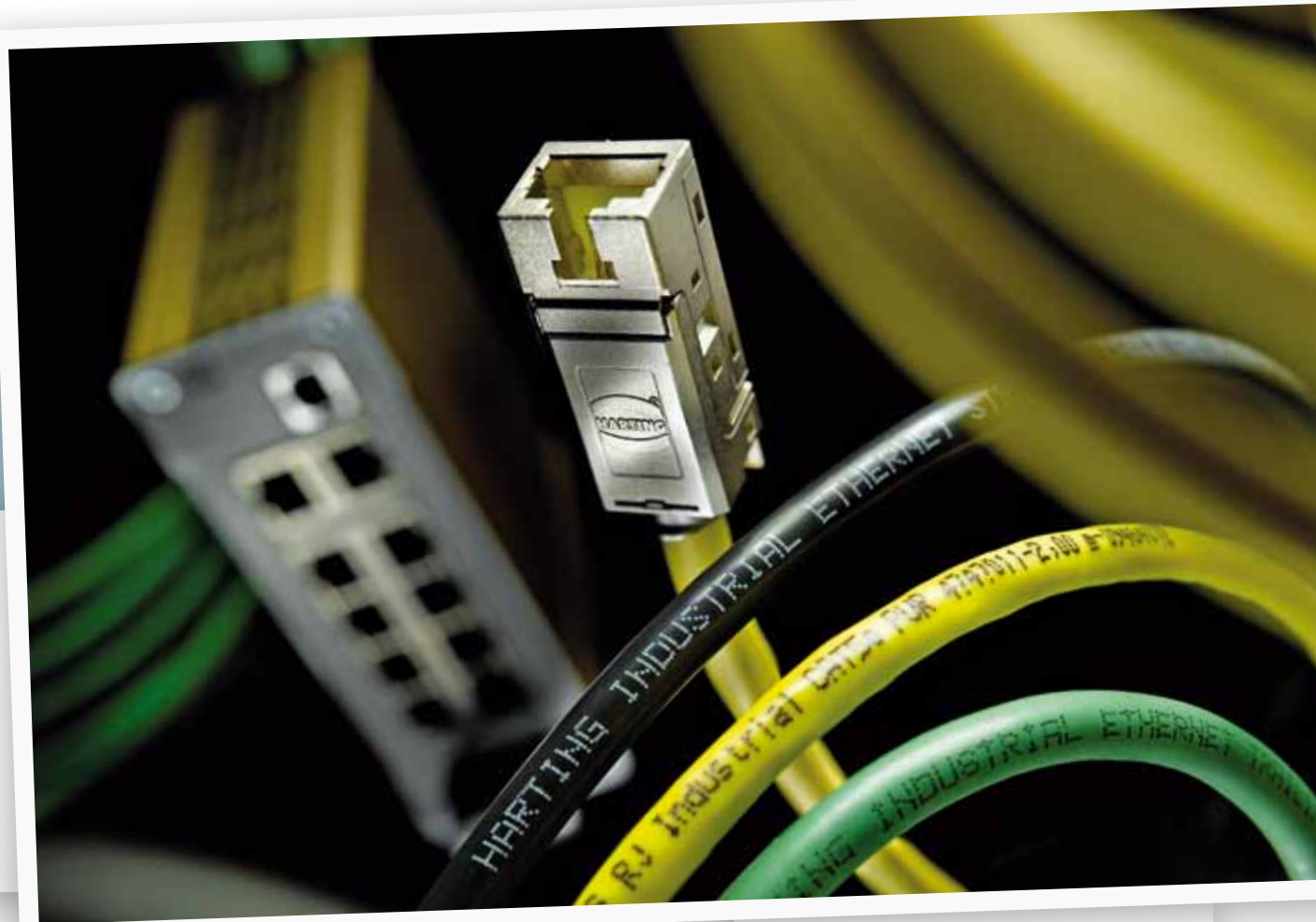
PRODUCTS & SERVICES

The key revenue generating and most important strategic areas are represented by our connectivity and network solutions. Here we combine proven technologies with a high degree of innovation and uncompromising quality. In doing so HARTING sets standards in many application areas. Due to the complex

requirements of our customers we develop more and more from the product supplier to a solution provider and thereby open up new business areas. With our new company HARTING IT System Integration we now also have complete Auto-ID Solutions from a single source in the portfolio.

RESEARCH & DEVELOPMENT

Annually at least 5 % of HARTING’s turnover flows into Research and Development. Thus we ensure the leading positions of our business units. This is demonstrated by more than 915 patents and utility models and



more than 318 brands. Qualified research needs competent partners. For this reason HARTING cooperates with numerous universities and research institutions.

CLAIM & OBJECTIVE

Sustainable, efficient, quality conscious and innovative – we increase the benefits for our customers with our products and solutions. We want to achieve this in more and more countries worldwide and become a global company with East Westphalian roots!



Dr. Frank Brode
Board - New Technologies

”

“We cooperate closely with universities. This is an important building block in the development of new ideas and innovative solutions for our customers”

* Odo Marquard, German Philosopher

Entrance and career

Are you looking for high quality training, an international management career or the path to becoming a recognised specialist? Throughout the entire professional life HARTING offers individual and excellent career paths.



Dr. Michael Pütz
Board - Personnel,
Factory buildings, Law

”

“We take the demand for lifelong learning seriously. Our programmes ensure that our employees can be optimally trained and further educated in their specialist area.”

STUDENTS AND APPRENTICES

We offer school leavers the chance of an excellent training as the basis for a successful future. We train them in our Neuen Ausbildungszentrum HARTING (NAZHA) (New Training Centre – HARTING), where vocational and industrial trainees learn alongside the participants on the dual studies course. Through this they get an insight into

all business areas. We place special emphasis on their participation in trade fairs and becoming competent in foreign languages that are important for their career. They have a choice of 17 training courses.

STUDENTS

You want your industrial training alongside university studies? No problem! With us you can, for example, do your Bachelor of Engineering in the field of electrotechnology or mechatronics. In this way you will be better off financially during your studies and will already have your foot through the door of an internationally successful company.

GRADUATES AND YOUNG PROFESSIONALS

HARTING is growing successfully – and in increasingly international markets. We can, therefore, offer graduates with a university degree as well as young professionals with several years' professional experience excellent career prospects at home and abroad.

Our Trainee Programme prepares you for a professional or managerial position. You go through individually tailored job stations, optimise your professional, social and methodological skills in Off-the-Job-Modules and exchange views at regular trainee meetings. Or you take part in our qualification programme. Prerequisite: You show very special potential. In this programme you go through different modules with intensive training in terms of, for example, your social and project management skills.

PROFESSIONALS

Because of its size, HARTING is the professional home of hundreds of experts from the engineering science and commercial areas – and soon may also be your employer? Find out for yourself that HARTING is an equally solid company as an innovative company. You can pursue an abundance of attractive professional or project careers – with plenty of security for your family.

www.karriere.harting.de/en/home/



You are our ideal candidate, if...

... you get enjoyment out of helping us to shape the future for people with technology. We are looking for employees that are motivated to always learn something new and are flexible enough to tackle challenges. A partnership with each other is important to us. In a globally operating company different cultures play a part.

All about your workplace

You are looking for an employer that rewards your performance?
That shows a lot of flexibility with your working hours? That doesn't
only demand performance but also thinks about your health?
Welcome to HARTING!



WELCOME PROGRAMME AND MENTOR MODEL
HARTING "Warmly welcomes" new employees. But not only that: Accompanied by a mentor and based on an individual plan, we systematically and thoroughly introduce you to the company and your new responsibilities – so that you quickly find your way and also feel comfortable.

GUEST HOUSE

You can live in our two company-owned, well maintained guest houses in Espelkamp in the first six months for a reasonable price.

NETWORKING

The exchange of experiences between employees is important to us. We offer a wide variety of opportunities to be involved in networking, for example the Trainee-Talk, the Students Talk, the Parent meetings as well as the Emeriti Meetings for HARTING retirees.

VARIABLE INCOME COMPOUNDS

As an employee in a salaried or managerial position you will get variable pay in addition to your fixed salary. This is made up of your participation in company success as well as the achievement of your personal objectives.

WORKING TIME MODELS

At HARTING in Germany there are over 50 different flexitime models and over 100 part-time models. These numbers alone show that together with our employees we look for the best working times for them on a very individual basis.



FURTHER TRAINING

HARTING values "Lifelong Learning". That's why each year we tailor our further training programmes to meet the needs of the employees and the markets. Important: Through exemplary conduct and professional competence every employee can qualify for leadership roles.



AGREEMENT ON OBJECTIVES MEETINGS

At the beginning of the financial year management determine the personal objectives of the employees through individual meetings. Any additional performances, but also outstanding academic achievements of apprentices, are rewarded with an additional gratuity.



WORKPLACE LAYOUT

Modern and well designed work places are the basis for feeling comfortable at work – whether in the office, on the shop floor or in the laboratory. Job safety plays as big a role as health protection. We offer you a working environment that is optimally aligned to your requirements, so that you can fully develop your potential.

What we also offer you

When searching for a new job it is also important that you feel good after working hours. What cultural and sports activities can be found after work, how can my children be cared for and what does the new home offer? HARTING has a good answer for these questions.

HEALTH MANAGEMENT

HARTING has developed a very wide ranging concept for the health of its employees. This includes sports courses, seminars and health rehabilitation measures. We also support the company sports team financially. You can find further information on the company intranet portal Fit@HARTING in the category sport and health.

PARENT MEETING

Parents often have similar experiences, have similar questions and seek discussions with one another. For this we have set up a parent's regular meeting table. This is where fathers and mothers meet, discuss upbringing, nutrition, family allowances and swap tips on all topics related to children.

EMPLOYEE CHILDCARE

We are pleased when children are an integral part of your future planning. Also, to enable optimal care for children under

three years, we work closely with the nursery schools in Espelkamp.

WORKING TOGETHER, CELEBRATING TOGETHER

At HARTING shared achievements and success are the cause for lovely parties and great celebrations that will be long remembered. Christmas, anniversaries and other occasions are enjoyed by the employees in cheerful and joyful groups. And those who have worked for HARTING for many years or decades and have moved into retirement happily return for a couple of hours for the Emeriti meetings and other in-house events.

ENTHUSIASM FOR TECHNOLOGY

Later on the little ones also deserve the special attention of HARTING. We know their natural joy for technical things and their interest in technical relationships. In collaboration with the schools in the region we want strengthen and further develop this through various projects.



SPORT AND RELAXATION

As it is well known life is also nice away from work and the company. For rest and relaxation, for leisure and pleasure Espelkamp and the district Minden-Lübbecke offer a whole lot. The Atoll leisure centre and the local outdoor swimming pools, the tennis club TV Espelkamp or the popular weekly market are only a few examples. Handball fans expect to have two German League teams with TUS N-Lübbecke and GWD Minden. Football fans will have the chance to keep their fingers crossed for the home team VfL in the HARTING VIP box in Osnabrück. For cyclists there are a choice of 40 different routes in the region.

CULTURE AND ENTERTAINMENT

Approximately 200 clubs, 40 dining establishments, other entertainment sites and museums in and around Espelkamp fulfil almost every wish. Whether it is big theatre or cabaret, concerts or variety shows, exhibitions or readings by authors, Espelkamp has a culture scene that can be compared to larger cities. The New Theatre is the stage for the appearance of big names and groups, such as the well known Berliner Ensemble. And HARTING itself is regularly the host for international stars.

Lorraine Ströing

Training at HARTING

Get started with a career
with a future:

www.Karriere.HARTING.de/en/home/

Electronic technician trainee for equipment and systems

22 years old,

In the company since August 2009

“Here in East Westphalia HARTING is one of the best known and largest employers. When I visited the Hanover Trade Fair with my specialist Physics course I was able to learn even more about HARTING. Now I'm doing my training here. A lot of my friends are envious of my well equipped working place and the fact that I work with the most modern equipment. I particularly like the family way in which we deal with each other. I made friends immediately, and the professional support is perfect. As an outdoor enthusiast I am in good hands here due to the many opportunities offered for leisure activities.”

”

Paulo de Aguiar

Trainee at HARTING

Take on responsibility early
in exciting projects:

www.Karriere.HARTING.de/en/home/

Trainee for International Product and Marketing Management*

”

33 years old,

In the company since March 2011

“It's great to see that the company has set up more than 150 working hour's models so that employees can optimally balance work and private life. In addition, HARTING is a significant sponsor of art, culture and science in the region. All people who live here benefit from this. I am also impressed with the importance placed on environmental protection. I know that many companies wave the flag for this, but here it is lived. As a new employee, who came from Brazil, I was invited by my colleagues from the beginning to get to know their culture, even after work. This is fun for me and keeps the homesickness within limits.”

*Since September 2012 working as an Industry Segment Engineer



Carmen Henke

Specialist at HARTING

Go your way with the help of our education and training:
www.Karriere.HARTING.de/en/home/

Assembly Supervisor

38 years old,
In the company since September 1991

“In my opinion HARTING offers everything you need for a reliable employer: Internationality, excellent training, interesting future prospects and extensive further training opportunities. I learned my trade at HARTING and then qualified further with the help of the in-house education and training. Today I have an exciting and diversified job. HARTING also takes great care of its employees with, for example, company sports.

Generally, the leisure time possibilities are quite extensive here in the region and it offers something for everyone from nature to culture.”



Dimitrios Charisiadis

Manager at HARTING

Realise your objectives in a modern technology company:
www.Karriere.HARTING.de/en/home/

Director Industrial Communication and Power Networks

45 years old,
In the company since November 2011

“Innovation” at HARTING is not just an empty word. Here complex solutions are continuously being developed and new technologies are being advanced. For me it is the perfect environment in which to take on responsibility and help shape the path of the company. The chance to manage a relatively new company division is, therefore, a fantastic challenge that I, along with a young and dedicated team, am only too happy to accept.

The life in OWL (East Westphalian-Lippe), alongside work, also offers sporting challenges – mountain biking in the Wiehengebirge, surfing on the Dümmer See or inline skating – and these are only three of many highlights for those keen on sports.”



Salih Korkmaz

Specialist at HARTING

Take the opportunity for individual development:
www.Karriere.HARTING.de/en/home/

Responsible for Quality Assurance

39 years old,
In the company since March 1997

“Those who choose HARTING as their employer have made the right choice. This is because along with the companies' success personal progress is also the main focus. HARTING supports every employee on the path to their own professional goals – with individual further training possibilities and real chances for advancement. In addition to individual development, team spirit is also very important.

Also after work! Taking part in sports with colleagues is an example. I am originally from Turkey but OWL (East Westphalian-Lippe) has become a major part of home for me.”

Masako Schipke

Salaried employee at HARTING

Work in an international company:
www.Karriere.HARTING.de/en/home/

Assistant, Corporate Technology Services

42 years old,
In the company since September 2003

“In a family run international company such as HARTING not only people from a wide range of specialist areas but also from differing cultures come together. Despite the many small differences all colleagues work hand in hand. Thus a working atmosphere is created every day in which everyone feels comfortable and valued.

Cultural diversity also determines my private life. For example, I like going to the Espelkamp New Theatre and taking advantage of the various offers in the town or discovering nature at the Aue Lake with my little son.”

We want to shape the future

WE WANT TO ...

Shape the future with technologies for people.

WE WANT TO ...

Become a global company.

WE WANT TO ...

Create values for people.



Those – like you – who want to successfully shape the future of the HARTING Technology Group with us, must know the objective. If you want to join us on our path with pleasure and confidence our core values must also be yours.

“How we treat one another” must – particularly in a multicultural company – be fair for all.

Discover the HARTING mission statement – the guide to a successful future. In 1996 we had already set out our vision for the future of our company for the first time in writing. It is the prerequisite for our success.

It describes values that should be lived, and it is meaningful.



You can also find our objectives and guidelines under www.karriere.harting.de/en/home/ From our headquarters in Espelkamp we continually track our worldwide growth strategy. For you, this is an ideal combination with which to plan with us your international career.

Around 40 subsidiaries and numerous agencies in other countries, as well as ten

production locations in six states are currently make up the internationality of HARTING.

The strategy behind this not only ensures our great success but also makes it possible for you to work internationally and thus gain valuable know-how for your own qualifications.

Excellent work



Handelsblatt



“We want to create values for people”, HARTING has anchored this claim in its vision and implements it in different ways – internally, regionally, at national and international levels. For their employees the company creates value in the form of a wide variety education and further training possibilities, attractively designed work places or a comprehensive health management. For this reason it was awarded the title of “Great Place to Work” in 2011.

Social responsibility has a high priority at HARTING and is a part of the corporate culture. This includes a sustainable and climate friendly economy as well as the commitment for society, culture and sport. HARTING is committed locally to its locations in many ways and maintains partnerships

with local authorities, organisations, schools and universities.

At the headquarters in Espelkamp the company is, for example, active as a sponsor for the German Handball League team GWD Minden and committed culturally, such as with the modernisation of the Espelkamp New Theatre. For its total commitment to culture HARTING received the first OWL cultural award in 2011.

The company’s Management System for the perception of social responsibility (CSR) was also the first to be certified in Germany on the basis of ISO 26000. With this HARTING is best able to accommodate the ever increasing requirements of its customers for ethically correct behaviour in the supply and value chain.



DIE KLIMASCHUTZ- UND ENERGIE-EFFIZIENZGRUPPE DER DEUTSCHEN WIRTSCHAFT



The increase in energy efficiency and sustainable economy has been firmly anchored in everyday business since 1996. In 2011 HARTING was awarded the title as a “Climate Protection Company” by the German Chamber of Industry and Commerce (DIHK). The “Climate Protection Companies” have voluntarily committed themselves to measurable and ambitious objectives with climate protection and energy efficiency and have already achieved excellence in this area.

In 2012, the company received another significant award for its commitment in the field of energy efficiency. For its comprehensive company strategy for the systematic reduction of energy consumption HARTING received the first prize in the international Energy Efficiency Award from the German Energy Agency GmbH (dena).

