

SCHAEFFLER GROUP

FAG



Together we move the world



Ever wondered why birds fly together?

By flying in aerodynamically smart V formation, they face reduced drag, by changing positions they share responsibility and by honking, they constantly enthuse the team. Together they have a common goal and find their way to the destination. They seem determined to face all odds and yet win. Now, will you find a better example of shared vision, of teamwork and of emphasising WE over 'I'!



सहवीर्यं करवावहै
साथे रही वस्तु मजबूत बनतीये

At FAG, 'WE' represents a strong collective energy. A power of collective wisdom and collaborative endeavours. A transformation force that stimulates enterprise, accelerates our constant pursuit of excellence, and empowers our people to realise their full potential. A passion that naturally comes out when the individual aims and organisational goals are perfectly aligned!

With power of WE in our wings, we are ready to take a long flight towards a promising future.

We Aim Higher. We Work Harder.



Schaeffler Group is a leading global manufacturer of rolling bearings and linear products, as well as a renowned supplier to the automotive industry.

With 70,000 employees worldwide and sales of around €9.5 billion in 2010, the Schaeffler Group is one of the largest German and European industrial companies in family ownership.

SCHAEFFLER



Our Group's success is based on innovation, global scale, the highest possible quality in all processes, proximity to the customers, and our ability to respond quickly to customers' special requirements.

Our Group's strong customer focus has been an essential part of our success. We at Schaeffler Group are a development and engineering partner for our customers and have developed cutting edge technologies, machines and control systems to achieve fast and flexible manufacturing processes.

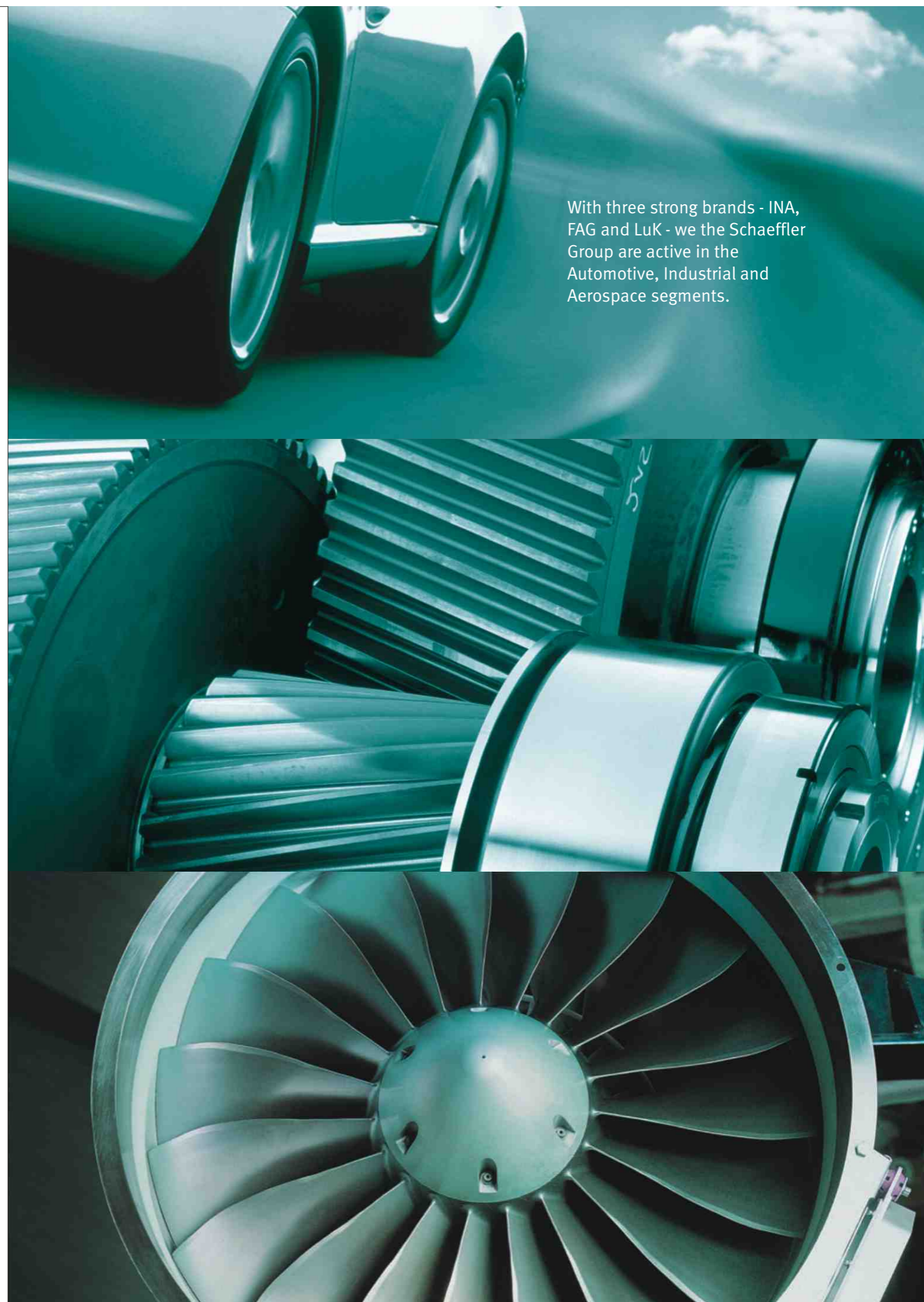
At Schaeffler Group, our largest customers belong to the automotive industry. For nearly all manufacturers and major suppliers, we are a reliable expert partner for the supply of the entire drive train for engines, chassis, transmissions and accessory units in passenger cars and commercial vehicles.

The Industrial division has an exceptionally wide product range and supplies products that have diameters ranging from 1mm to 4.5 meters and some customized products exceeding 10 meters. FAG and INA rolling bearing systems for Industrial markets have applications in more than 60 sectors. In close cooperation with our customers, we develop solutions for Heavy Industries, Production Machineries, Consumer Products, Power Transmission, Rail Vehicles, Motorcycles, Wind Energy and many others - solutions that are perfectly matched to individual requirements and offer the highest benefit.

Our Aerospace Division, comprising FAG and its subsidiary, the Barden Corporation, is small but powerful. It is a leading manufacturer of high-precision bearings for aircraft and helicopter engines along with mission critical high performance bearings for aerospace applications.

As a forward-looking company, the Schaeffler Group has invested significant amount in research and development, 4,800 of the around 70,000 Schaeffler Group employees worldwide (status 2010) work on the development of new products and technologies. Approximately 1,100 inventions are registered as patents every year.

We are proud to be part of the Schaeffler Group.



With three strong brands - INA, FAG and LuK - we the Schaeffler Group are active in the Automotive, Industrial and Aerospace segments.

Together  move India

The Schaeffler Group currently operates across 15 countries within the Asia Pacific region - including China, India, Korea, Japan, Singapore and many more.

With 13 plants, 5 R&D centres and more than 10,000 employees, this is the fastest growing region of The Schaeffler Group Worldwide.

Schaeffler Group is present in full strength, with three plants and 13 sales locations. All the three brands - FAG, INA and LUK are well represented in India.

FAG set up its manufacturing plant in Vadodara, Gujarat, in 1964 and produces a vast range of Ball Bearings, Cylindrical Roller Bearings and Spherical Roller Bearings.

INA has a state of the art plant at Talegaon, Pune, to produce Steel Cages, Pulleys, Cam Rollers, Bushes, Plastic Cages, and Precision Engine Components.

LuK operations in India are based at Hosur which produces Clutch Systems for Passenger Cars, Light Commercial Vehicles, Heavy Commercial Vehicles, Tractors, Dual Mass Flywheels.

We develop and manufacture precision products for everything that moves in machines, equipment and vehicles.



As India propels itself to a position of prominence in global economy, Schaeffler is all set to support the movement.

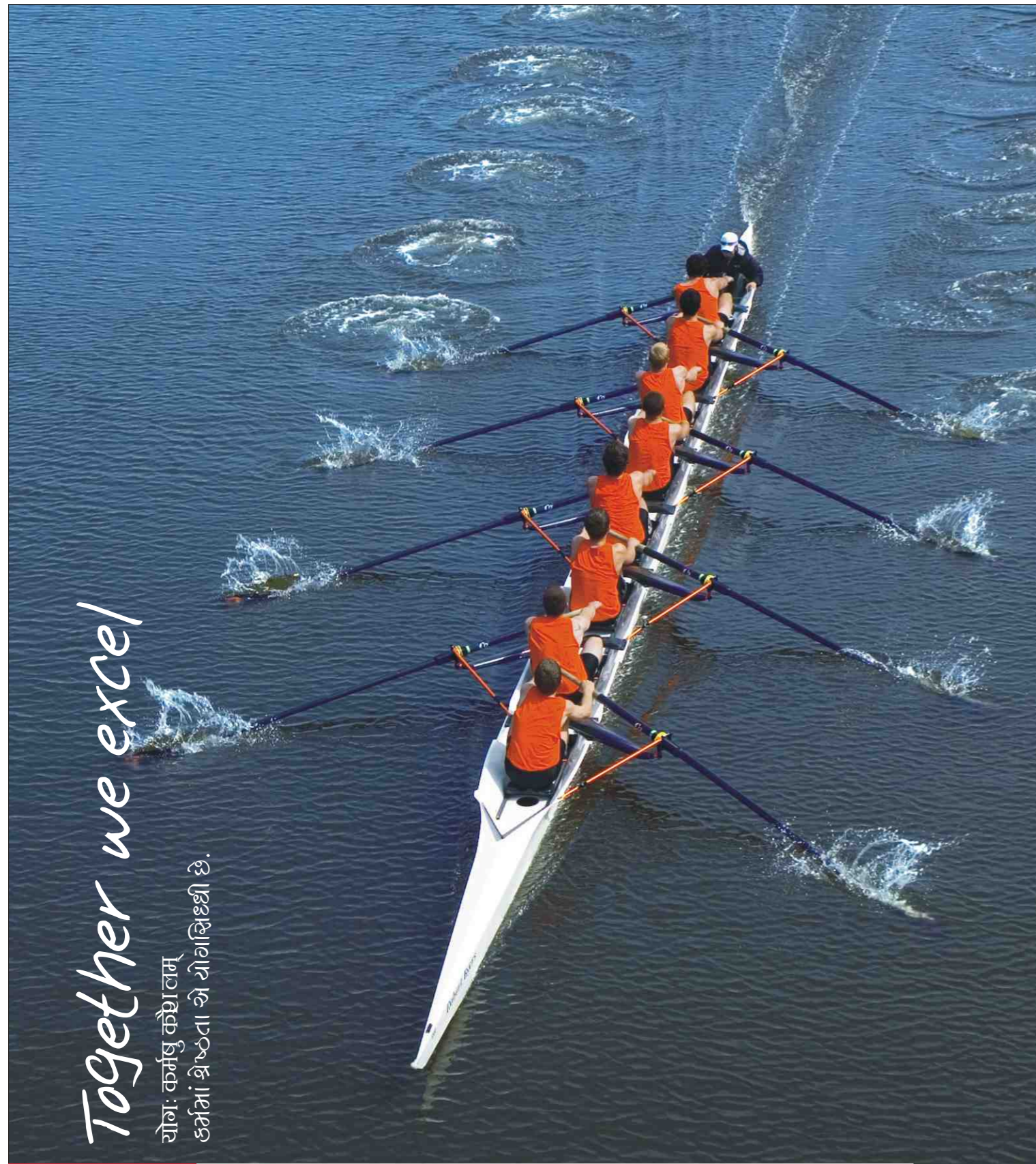
Being part of Schaeffler Group, we realise that we have a responsibility to keep moving forward, and as Indian economy seems set for a long term growth, we at Schaeffler, are ready to take a flight into the future.

Expertise of a global company like Schaeffler together with rich experience of Indian Business - gives us just the right kind of confidence to aspire for an accelerated growth in the coming years.



Together we excel

योग: कर्मसु कौशलम्
उर्मिां श्रेष्ठता ओ योगसिद्धी छे.



Along with unwavering customer focus, the pursuit of excellence is a common thread that connects each member of the Schaeffler Group - globally and locally. This pursuit of perfection in all areas of our operations demands repeated rigorous efforts. A culture of continuous improvement wherein diverse skill sets and experiences converge to achieve never before outcomes – is the DNA of all FAG employees

Excellence Endeavours

We believe that in order to realise no.1 position in our business, we must first respect zero. Our 'smart zero vision' is all about realising zero defects in all our processes - zero errors, zero waste, zero down time, zero accidents, zero emissions.

Our 'Fit for Quality' program emphasises on an uncompromising attitude to quality and customer service. It reiterates constant improvement. With our commitment that 'everyone is responsible for quality', we set the right foundation for excellence.



With an attitude that 'it is not enough to learn from mistakes' and 'preventing errors and defect is what matters', we ensure that excellence is integral to all our processes.

Our MOVE program gives a practical meaning to the smart zero philosophy. With MOVE, empowered employees work together to avoid waste and with error-free processes work in synchronisation with our customers. We emphasis high productivity and adaption of all our actions with customers demand and expectations.



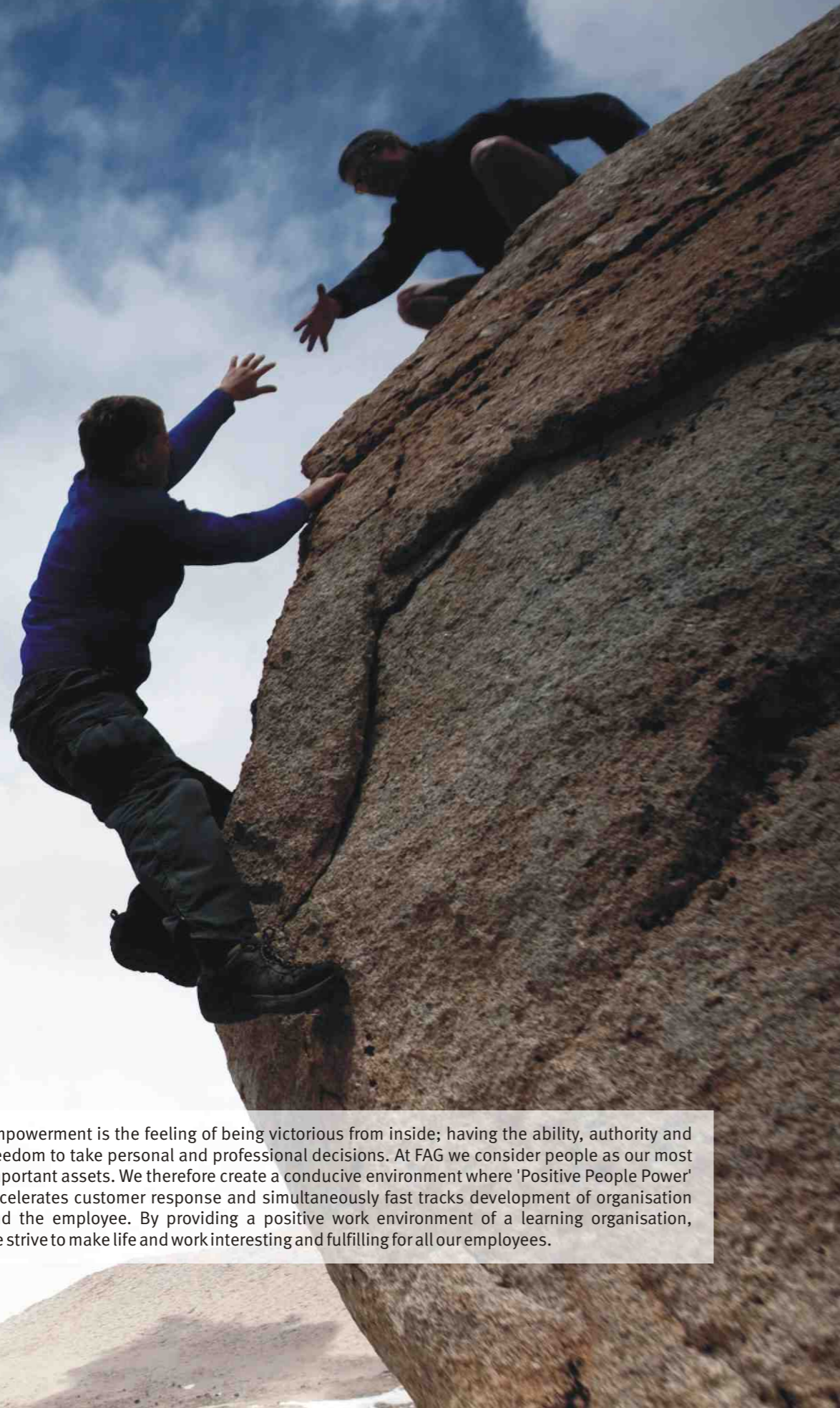
Excellence is thus an evolving goal at FAG. It is an inspiration, a pursuit, an attitude and a way of life !



Together we empower

तमसो मा ज्योतिर्गमय
असत्यधी परम सत्ये अने अंधाडारधी उज्ज्वली तरेक प्रयाडा उबीओ.

Empowerment is the feeling of being victorious from inside; having the ability, authority and freedom to take personal and professional decisions. At FAG we consider people as our most important assets. We therefore create a conducive environment where 'Positive People Power' accelerates customer response and simultaneously fast tracks development of organisation and the employee. By providing a positive work environment of a learning organisation, we strive to make life and work interesting and fulfilling for all our employees.



Engineering Competence Model

As technology leaders in the business, Schaeffler Group lays great emphasis on developing its employees to have cutting edge knowledge of engineering concepts.

Training and Development



Our Schaeffler Graduate Trainee Program is designed to build steady talent pipeline. Best in class graduates are provided with a comprehensive induction training so that they have an overview of vast potential of Schaeffler Group before they embark on hands on phase of their training.

Through our talent development programs, we systematically train our high potential employees for necessary skill sets such that they are groomed to become role models and future leaders.

Our VIKAS initiative is set to develop the right skills and attitude among blue collar employees and thus create conditions for breakthrough changes in shop floor productivity.

Employee Engagement



With open door policy across all levels, we make sure that Voice of Employee is heard and responded to. We provide platforms where employees share their success stories and enthuse in them a shared vision of the company's future.

Community events like 'Meet My Family' and Children's Talent competition are regularly organised to facilitate interpersonal relationships which are informal, live and lasting.

Together we win as an enterprise

उद्यमेन हि सिद्ध्यन्ती, कार्याणी न मनोरथै, न हि सुप्तस्य सिंहस्य, प्रविशन्ति: मृगाः।
अथाऽऽ उद्यमधीज मनुष्य पोतानुं द्येय प्राप्त करी शके छे, द्येय प्राप्ति माटे इडत विधाने करवाथी करंज हांल्लव थतुं नथी.



As a Schaeffler Group company, 'enterprise' is a characteristic intrinsic in FAG's corporate culture and native in our leadership team. Our organisational environment encourages initiative, innovation, creativity, dynamism and calculated risk taking.



For us, entrepreneurship is about having a keen eye for opportunities. As an enterprising organisation, we set for ourselves demanding goals in innovation. With our structured processes, we translate wishes of customers into innovative products and partner with them to bring about trend setting solutions.

Increasing product life is one sure way of sustainable technologies. Our Xlife products increase last 50% longer and thus help reduce system weights and costs. We bring about advanced solutions like 3rd Gen wheel bearings with Antiskid Braking Sensors and at the same time have appropriate solutions for budget cars like Nano.

We support 'Green Energy' by providing comprehensive product and service portfolio to our customers in Wind and Hydro turbine projects.

With our FIS out reach program, we take Schaeffler knowledge to customers doorstep and support them in reducing downtime costs by providing lubrication, mounting, alignment and condition monitoring expertise.



To us, enterprise is about making things happen. We are fostering an inspiring environment where diversity and creativity are constantly encouraged.

With vast innovation potential in our wings, opportunities are endless.



Together we are creating the future



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