

# The INTERCARGO mission statement

# A vision based on human spirit

People and their unique ability to realise a vision in teamwork with others form the focus our actions. Our vision is realistic and incorporates the premises that personal evolution, performance quality, company success and the creative further development of in-house products do not represent contradictions in terms, but rather are mutually dependent in a harmonious and positive sense.

## Networking as a challenge

Our professional challenge derives from the networking of information and services. The success of this linkage depends upon interactive information, communications and relationship management both in- and outside the company. We do not limit our services to the forwarding of goods from A to B, but instead are working constantly on the optimisation and additional development of our products, services and management in order to meet both market and customer requirements in optimum fashion. INTERCARGO was one of the first forwarding companies in the German-speaking area to obtain ISO 9002 and ISO 9001 2015 certification. Accordingly, top quality management and ongoing innovation constitute the main instruments for its success and partial market leadership.

### Networks instead of hierarchies

As all those active within our network contribute to product quality, we make every effort to dismantle hierarchic structures and replace them with mutual esteem and the furtherance of the ability to form relationships and alliances. Moreover, the capacity of a supplier or cooperation partner to act as an ally is just as important as that of customers or employees. On the one hand, this implies a determination to encourage and use potential wherever possible, and on the other, a readiness to dismiss opportunities and sever relationships that fail to offer scope for development. The capability to deal with conflicts, criticism and self-reflection is essential to the further development of both individuals and the company.

## Individual responsibility and initiative

Productivity demands the efficient division of labour, which in turn is dependent upon the functional delegation of agendas. This is only possible when the tasks assigned are completed independently. Therefore, individual responsibility and initiative play a decisive role not just internally, but also in an external connection. In particular, this involves a prudent approach to the resources of the company and all its business partners.

## **Everything is in motion**

The concept of omnipresent movement applies equally to functioning, forwarding logistics and the rapid changes in the corporate and market environment. Those that stand still have already lost the race and therefore at INTERCARGO we will continue to seek organic growth and create new products for the future. This demands mental flexibility on the part of the entire workforce and their constant basic and further training, which represents a major priority within the company.

#### Profits for stability and continuity

Company revenues are important in order to remain a stable and future-proof reference point for customers and partners alike, and to furnish the workforce with secure employment that offers potential for development.

#### Social responsibility

INTERCARGO is active as a sponsor in both the cultural and educational fields, and is committed to this form of social responsibility. We therefore also train apprentices and cultivate cooperation with universities.