Corporate Social Responsibility
South Africa

ABB community engagement strategy

Goal: ABB seeks to contribute to development and progress in areas where we work. We want to be welcome in the communities where we operate. Responsible corporate behavior is good both for the community and our business, and is part of earning a social license to operate.

Focus: We focus on education and health programs, as well as environmental projects. We believe these are fundamental aspects of a thriving society, and strong pillars on which to build for the future.

Scope: ABB participates in several hundred projects worldwide. Our contributions may be financial, volunteering efforts or in-kind contributions. We are partners in a wide variety of community engagement projects at local, national and international levels. They include sponsorships of institutions and organizations, short- and long-term support for social projects where ABB has facilities and projects, individual and country-based volunteering initiatives, and local commitments related to agreements with international organizations. Volunteering in ABB is organized on a country basis and the amount of company time allocated to employee volunteering work is left to the discretion of respective country management teams.

Organization: Our activities are based on guidelines and processes defined by internal Group Directives and Instructions. The choice of which projects to support is usually the decision of country management teams. They select and support community projects which they believe will be worthwhile for a particular sector of society and which match company values. While most projects are organized in-country, there are a few sponsorships and development programs which are selected and managed at a Group level.

Business case: Being a ‘good neighbor’ and associated community engagement are material to ABB’s business success. In education, for example, we support a wide range of schemes and institutions to improve learning opportunities, raise ABB’s profile and attract talent. In many cases, we hire talented school-leavers, interns and graduates from such institutions to work as engineers and in different functions. We save time and resources in being able to hire high-quality recruits who already know the company.

We also believe there is a strong social and business case for helping to strengthen health care in the areas where we have facilities and projects. Such projects can have a variety of positive social and economic impacts on the community; additionally, local people benefiting from health care programs are more likely to be inclined and able to work for ABB in secondary jobs and as suppliers, as well as becoming employees.

ABB also sees the business value in raising brand recognition in the community. A community's awareness of and confidence in a brand is vital to effective business planning and operations, particularly in sensitive areas.

The value of community work among prospective employees and staff members carries a business value. Our employees want to work for a company that is a force for good in the community, and their personal involvement in such projects strengthens their relationship with the company. The attraction and retention of employees is a business issue; excessive staff turnover and consequential replacement and re-training is costly.

Measurement of impact: ABB recognizes the need to measure the results of engagement projects in order to understand the overall 'return on investment.' With certain initiatives and projects, measurable results are available – such as the number of people hired from the educational institutions we support, or the number of people helped through a health project – In other cases, results may be less tangible. ABB introduced a tool in 2014 to help measure the outcomes of its community projects.

Table of contents

Introduction

Pioneering technology leader makes a difference

ABB has a long history of investing in the communities in which it operates in South Africa.

At ABB we recognise how important it is to engage and work in collaboration with our communities. We empower our employees to give back to their communities and make a difference in the lives of those in need. All they need to do is to nominate worthy beneficiaries that need funding. Our employees' eagerness to support worthy causes demonstrates the ethos within the ABB culture.

The company recognizes social performance as a key to sustainable development. ABB's social engagement applies to areas that ABB can influence. We engage in stakeholder review and consultations. This ensures our engagement strategy is relevant and fits core business strategy. We support projects that are sustainable and will support communities over the long term. Our aim is to improve the quality of life of underprivileged people, giving priority to the communities where we employ people and where we have project sites

ABB's CSI initiatives reinforce our desire to promote people-centred sustainable development at community level. We focus on regions where we have our largest footprint. ABB channels investments into three main areas: education, health & welfare and the environment.

The company has spent millions on uplifting disadvantaged communities. Projects that the company has invested in at school level include the provision of infrastructure to rural and urban schools, donating interactive maths modules and supporting environmental education programs.

ABB provides universities with much-needed electrical and automation equipment. For example, ABB donated a YuMi industrial robot for artificial intelligence research and education to the University of the Witwatersrand. The company has also equipped unemployed youth with Fourth Industrial Revolution (4IR) skills in an innovation space. ABB has donated mobile clinics in communities where they have project sites.

Our employees demonstrate enthusiasm to giving their time and rendering skills to the underprivileged. This is especially so with the electrical and automation engineers at ABB who provide their time and experience.

Community volunteering includes participating in school science week events by giving presentations on the latest technology in renewable energy, energy efficiency, e-mobility and digital automation platforms. Our engineers also demonstrate equipment such as robots and arrange donations of vital electrical equipment to colleges and universities. They do this because they know how important it is in a country like South Africa to fill the pipeline of young engineers.

ABB engineers go out of their way to help graduate engineers in training and visit communities where they grew up to give presentations on engineering careers, encouraging learners to take up STEM (Science Technology Engineering and Maths) subjects and pursue engineering and automation careers.

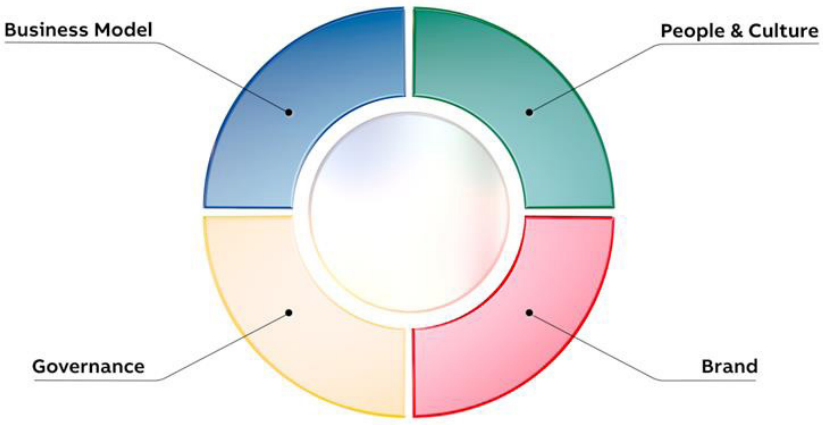
We pride ourselves on the level of participation in the communities where we have our operations, in the future of the country and the future of its people. It is important to invest in the country's youth and do what we can to support education. ABB also has a Trust that provides bursaries to young black South African women. We want to make a difference in the lives of as many underprivileged South Africans as we can.

SEIFSA (The Steel and Engineering Industries Federation of Southern Africa) has recognised ABB's community investment program. ABB was honoured as the winner of the prestigious SEIFSA Award for Excellence in Corporate Social Responsibility. The award recognised the company's participative community investment program to help transform lives in urban and rural communities.
SEIFSA comprises more than 1,000 company members representing over 165,000 employees.
The Corporate Social Responsibility Award praised ABB for its approach to corporate social responsibility involving all employees from senior management to shop floor employees. SEIFSA also lauded the company's CSI program.

Our Strategy

The “ABB Way” is the framework in which our 18 Divisions, four Business Areas and our lean corporate center operate, and the “glue” that holds our decentralized Group together. It consists of two parts: our purpose – the why we are in business; and our operating model – how we operate and create superior value.

The how of the ABB Way has four elements. First is our **business model** – how we govern, steer and manage the performance and portfolios of our Divisions and Business Areas. Second is our **people and culture** – how we make sure we have the right people in the right place at the right time. Third is **governance** – how we safeguard our people and our reputation. And finally, **our brand** – how we strengthen and protect our strong ABB **brand.**



Intabazwe Senior Primary School

ABB sponsors computer centre, critical infrastructure and leadership development at rural school in the Free State

Rural schools in South Africa face many challenges including the lack of funding, infrastructure and resources amongst others. For this reason, ABB has invested in several initiatives to assist rural schools throughout the country.

ABB, for instance, was quick to assist the Intabazwe Senior Primary chool situated in an informal township in Harrismith in the Free State Province. The Intabazwe Senior Primay School was built in 1963 and has a staff complement of 22 with more than 820 learners from Grade 7 to 9. At the time, ABB was working on the Eskom Ingula pumped storage scheme to supply an electrical balance of plant (eBoP) solution near the Intabazwe informal township.

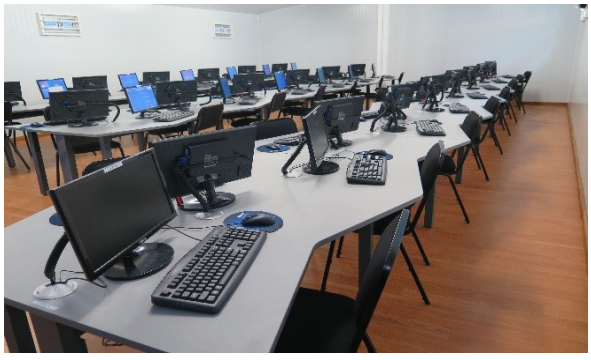
ABB initially donated a new computer centre and administration offices for the teaching staff to the school. The computer centre is equipped with more than 30 networked computers for learners to study maths and science. ABB brought in a specialist to install an interactive maths program on all the computers and arranged special training for all the teaching staff.

Taking its cue from the “whole school” best-practice approach for schools, ABB donated additional infrastructure and leadership training to build and strengthen the school management.
The new infrastructure included providing the school with refurbished toilets for male and female learners and a new kitchen for the feeding scheme. A local BBBEE contractor carried out the new toilets and kitchen work.

For the school management and school governing body, ABB contributed a two-day leadership workshop, which focused on co-operation and cohesion. The workshop was run by a local BBBEE supplier who is licensed to deliver this international leadership training in South Africa.

The principal and management of the Intabazwe school thanked ABB for its community investment at a special event to mark opening the centre. Present were representatives from the Free State Department of Basic Education, local leaders, parents and members of the community.

ABB has invested in several rural community schools with contributions towards school management, curricula support and infrastructure. The aim of this educational support is to increase learning outcomes, support the STEM (Science, Technology, Engineering and Maths) curriculum through maths learning modules and promote more effective school management. Investment in schools benefits learners, educators, parents and the community at large.



Tshimologong Digital Precinct

ABB invests in 4IR skills for unemployed youth

ABB's social investment in Wits Digital Technology Centre offers underprivileged youth access to the fast-changing digital technology-economy to develop local Industrial Internet of Things (IIoT) solutions.

ABB partnered with the University of the Witwatersrand's Tshimologong Digital Precinct to equip young people from disadvantaged communities with Fourth Industrial Revolution (4IR) skills.

The program encompasses training on 4IR skills such as coding, 3D design printing and robotics run by technical lecturers. Graduates of the training with promising business ideas for products and services using the latest digital technologies receive support from the WITS Tshimologong Makerspace.

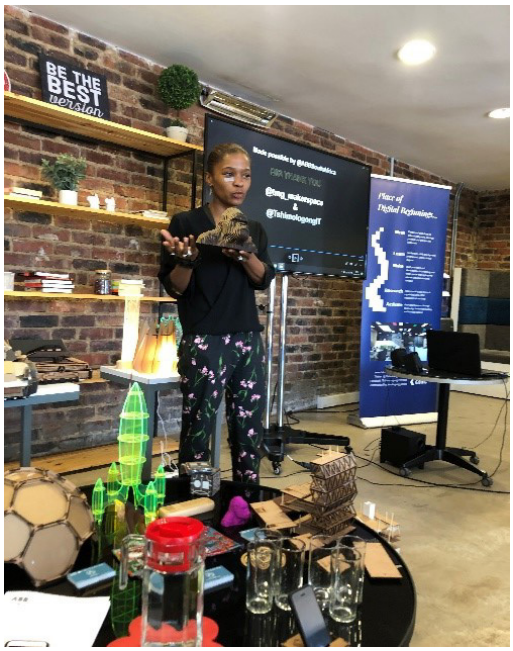
ABB exposes the students to ABB's digital technologies such as ABB Ability™, robotics, renewable energy and e-mobility. ABB engineers present on ABB's digital technologies and discuss technology solutions with students.
ABB's support gives young people access to the digital economy and provides the opportunity to contribute towards industrial automation and digital technology in the region.
The ABB Digital Industrial Innovation Program run by the WITS Tshimologong Makerspace focuses on new technologies: Introduction to Laser Cutting and Engraving, Augmented Reality, Electronics/Arduino, 3D Design and 3D Printing.

In a review of the program, the WITS Tshimologong Makerspace says the training was experienced as positive and impactful by attendees as well as the Tshimologong entrepreneurial community.

"Attendees voiced a need for continuous programs and how inspiring they found such practical skills development," the report states. "The sponsored seats fill quickly for each course."

ABB WITS Tshimologong 4IR program responds to the call by Cyril Ramaphosa, President of the Republic of South Africa, to support youth with skills for 4IR. President Ramaphosa and his administration have dedicated attention to Industry 4.0 and how to equip citizens with the necessary skills to thrive in a digital society.

The WITS Tshimologong Digital Innovation Precinct is inspired by the Kendal Square Initiative in Boston, US, and the East London Tech City in London's East End, UK. The Wits Tshimologong Makerspace powers digital innovation, catalyzing black-owned tech start-ups to take part in 4IR. Centrally situated in Braamfontein, it also serves as the platform for Industrial Internet of Things (IIoT) and Industry 4.0.



Coastal Environmental Awareness
Children enjoy learning about coastal biodiversity outdoors

Coastal areas throughout South Africa are threatened by pollution, resource depletion and recreational overstress of the shoreline. ABB in the Western Cape partnered with various organisations such as the City of Cape Town's Biodiversity Department and a local 4x4 club, Atlantis Dunes Off-Road Executive (Adore) to create awareness among schoolchildren about the rich coastal biodiversity and what can be done to protect it.

Schoolchildren from the West Fleur Secondary School in Atlantis learn about the delicate and vulnerable flora and fauna on the Cape West Coast. They were treated to various gifts including jackets, fleeces, beanies and more supplied by ABB. They also experienced the joy and thrill of rides in the 4x4 vehicles.

West Cape coast seashore vegetation occurs mainly on the unstable foredunes above beaches. Most are open herbaceous, and dwarf shrubby vegetation often dominated by a single pioneer species. Characteristic species include Pelargonium capitatum, Tetragonia decumbens, Didelta carnosa and Carpobrotus acinaciformis.

The interactive learning introduced the bright young minds to concepts such as ecosystems and explored the importance of biodiversity to the everyday lives of humans. The children also learned about threats to biodiversity as well as the solutions.

Protecting the environment is one of the three pillars of community investment that ABB supports. The other two pillars are education (at school and tertiary levels) and health.

For several years ABB has been involved in investing in environmental education including the respected Eco-Schools program, run by the Wildlife and Environment Society of South Africa (WESSA) in the underprivileged township of Motherwell in the Eastern Cape.

ABB is proud of its mission to inspire young minds about protecting the ocean and the coastline. Our partners including the City of Cape Town and Adore help to make environmental education touch the lives of our youth in disadvantaged communities so that everyone is involved in protecting this beautiful country.

Wildlife and Environment Society South Africa (WESSA)

ABB help make maths fun to learn at underprivileged schools

ABB South Africa initiated an energy efficiency program at civil schools in the Motherwell, an under-privileged township in Port Elizabeth, Eastern Cape. Since running this program with the Wildlife and Environment Society South Africa (WESSA) Eastern Cape, ABB has continued to support schools with special needs especially in the area of maths education.

While running the energy efficiency program, it became apparent that the schools had other needs such as support for maths education. ABB became involved in equipping the schools who had computers with maths learning modules that make it easy for educators to supplement maths education at Primary School level. The learning tool helps make maths fun to learn.

The Dumani Primary School in Motherwell required computers and ABB saw to it that the school was provided with computers, the specialized math learning modules as well as the facilitation of a workshop so that math educators at the school could assist the learners with the maths educational software program.

The maths interactive software covers maths from grade 1 to grade 12 and is sought after by math educators at school level throughout the country. The maths software which is similar to a “game” has more than 1000 lessons (including trigonometry), hundreds of worksheet and interactive tests.
The tool provides learners with supplementary maths education but also motivates learners to pursue maths. Learners gain the opportunity to obtain a foundational maths gateway into STEM (Science, Technology, Engineering and Maths) subjects and subsequent careers that require maths.

"As our school is a beacon of hope in the Motherwell community, these computers loaded with the programme will be of great assistance towards the teaching of Mathematics, Science and English which are the key and challenging subjects in South Africa," says Tembsy Gazamba, Deputy Principal of the Dumani Primary School.

The result of the supplementary maths tuition has been that several all of the learners from the Dumani Primary School have gone on to receive bursaries and attended university.
WESSA, a founding member of the International Union for Conservation of Nature (IUCN), welcomed the contribution from ABB in support of its environmental education program.

ABB has run its Youth-in-Energy social development project through the Eco-Schools program. The sponsorship included contributions to the WWF-SA/WESSA climate change game, "Puzzling Climate Change”, introduced to 28,000 educators in a special publication. The education helped to raise their awareness and increase their understanding of the importance of climate change.

National Business Initiative (NBI)

Partnership to reduce youth unemployment through trade skills

Youth unemployment is a big challenge in South Africa and a serious concern to the private sector. In business, growth is constrained because of good entry-level skilled workers.

One of the main solutions to close this gap is to support youth through education and training that produces more skilled workers who are equipped for the changing labour market.
The private sector has identified that skills training for young people needs to be tackled through private sector partnerships rather than companies trying to solve training needs on their own.

The National Business Initiative (NBI) has come up with a program called the Construction Industry Program (CIP) to train young people in various trades. The NBI has partnered with large companies in the construction and engineering industries to provide trade skills training.

ABB, as a member of the NBI, has contributed towards the Construction Industry Program run by the NBI. The program trains electricians, plumbers and bricklayers among others. The program faced the challenge of providing jobs for graduates from the trade skills training. The engineering and construction industries have done their utmost to employ trainees but needed more employment opportunities.

The NBI responded to this challenge by partnering with Harambee, a not-for-profit social enterprise with extensive experience building solutions and innovations that can solve the youth unemployment challenge. The partnership has led to more trainees gaining employment by being placed in industry.
The CIP, in partnership with Harambee, has implemented a placement program where Harambee assesses NCV Level 4 graduates for attributes suitable to industry.

Successful candidates undergo a three-month integrated work-readiness program offered jointly by Harambee and companies at their Skills Training Centre. Upon completion of the work-readiness program, the candidates are placed in companies for nine months of workplace-based learning where they record their experience and learning in logbooks under the supervision of mentors.

ABB is proud to be associated with this industry program and partnership. Through collective private sector partnerships, a company can achieve much more than on its own.

Shell Eco-Marathon

Supporting e-mobility practicals for underprivileged electrical engineering students

Disadvantaged electrical engineering students at the University of Johannesburg (UJ) take part each year in the Shell Eco-Marathon where they build ultra-fuel-efficient cars, using electricity and hydrogen and drive them around a racetrack in Pretoria.

The event provides an opportunity for underprivileged third- and fourth-year electrical engineers to put their academic learning into practice, which counts towards their academic year. Teams from UJ and other universities build e-mobility cars and “race” against one another to determine the most fuel-efficient vehicles. The teams that cover the greatest distance with the lowest amount of energy used win prizes.

ABB, as a leader in e-mobility, EV charging and sponsor of the ABB FIA Formula E Championship, sponsors several teams from the School of Electrical Engineering at the University of Johannesburg. The sponsorship promotes ABB to electrical engineering students, makes them aware of ABB's technology and exposes them to engineering careers at the company.

"The event serves to attract and capture young people’s interest in the fields of Science, Technology and engineering,” says Professor Johan Meyer Head of the School of Electrical Engineering, University of Johannesburg. “The initiative shows a commitment to young talent dedicated to tackling the energy challenge."

The winning team designs a car that drives the longest distance using the least amount of energy/fuel in their category. The goal is not to break speed records but to use as little energy/fuel as possible over a distance. Teams must pass strict and thorough safety checks performed by technical personnel before the race.

It's all worth it when you experience firsthand the excitement of the students at the Zwartkops Raceway. In the final days of preparation, after testing and tweaking their e-mobility cars on the track, you can feel how much fun, energy and commitment the teams have. On race day teams gather in the pits excited about their cars with nervous laughter and anticipation and last-minute checks to make sure everything is ready for the race.

At the starting line, team members huddle around the driver, wish him or her well, and then the eco-mobility car is off – to try to break a new record for the lowest possible fuel consumption. As the car races around the track, team members cheer on the driver. After the race, the engineering students gather around their driver and his or her car to give them a hearty welcome and congratulations on finishing the race.

For ABB the support ensures disadvantaged students have access to learning opportunities in technology. The sponsorship forges links with the University of Johannesburg’s Engineering Faculty, recruits talent for ABB’s talent pipeline and fits ABB’s core business, including renewable energy and e-mobility.

The sponsorship forms part of ABB's outreach to underprivileged electrical engineering students in South African universities. ABB also support students through the ABB Trust, which offers bursaries to engineering students and a graduate-engineer-in-training program.

Employee Volunteering
Volunteers inspired to help communities

Employee volunteering at ABB in South Africa is inspired by individuals and teams who wish to help communities, especially in the area of education. ABB engineers and employees go out of their way whenever a need is identified, or a call arises to support disadvantaged communities.

Employee volunteering involvement ranges from going out to schools, colleges and universities to make presentations on new electrical and digital technology, hold open days at these educational institutions and donate electrical and automation equipment to them.

For instance, a team of ABB employees got together and arranged an open day at a local disadvantaged school. The open day included exhibits of ABB's latest technology, presentations on topics such as renewable energy, energy efficiency, robotics and automation as well as providing goodies to learners including stationery items T-shirts and backpacks.

A large and significant project involved the engineering staff who identified a need for high-voltage substation equipment at the Tshwane University of Technology (TUT). This was an important donation because it enabled lecturers and students to learn from the latest high-voltage equipment at the university's premises. It made a major contribution to the enhancement of learning at TUT.

Another significant donation was made by engineers from the Electrification Products usiness who provided three educational institutions, the White River Technical College, Ekurhuleni West College and the Tshwane University of Technology with much sough-after relays. These equipment donations were well received by the educational institutions and went a long way in assisting underprivileged students.

Volunteering at ABB also takes the form of charity drives. Employees throughout the year get involved in several charity drives to raise funds for the underprivileged and people suffering from long-term life-threatening diseases. Over the years employees have developed a deep affinity for volunteering. This volunteering culture cuts across the board. It is, however, especially evident in the engineering staff who go out of their way to assist schools and educational institutions. They know how important it is to capacitate these institutions and provide students studying electrical and automation engineering with hands-on practical experience with today's latest technology.

ABB engineers believe it's important to support engineers in training because they are so vital to the profession and industry. Engineers volunteer despite their heavy work schedule, making time to arrange product donations and go out to schools and educational institutions.

Many engineers at ABB take it upon themselves to return to the communities where they grew up, especially rural communities, where they give presentations on careers in engineering to inspire young people to study maths and science, and personally show what opportunities await them in engineering.

Science Week

Supporting STEM learning in disadvantaged communities

Learners from Soweto, Mamelodi and Atteridgeville light up with excitement and curiosity at ABB's digital technology, especially the ABB FIA Formula E Championship, during Science Week.
ABB participated in Science Week to expose learners from disadvantaged communities to Fourth Industrial Revolution (4IR) technologies so that they may experience practical examples of engineering and automation technology.

On show and communicated via presentations was ABB's digital technology including ABB Ability™, robotics, renewable energy and electric vehicle charging.

The Science Week experience supports learners in their STEM (science, technology, engineering and mathematics) subjects. Engineers from ABB volunteered their time and expertise to encourage learner interest in careers in science, maths, engineering and technology through presentations on ABB's digital technologies.

ABB engineers also answered the many questions from young, enquiring minds.
4IR opens opportunities to young people in many fields such as robotics, artificial intelligence, nanotechnology, quantum computing and biotechnology.

The Deutsche Internationale Schule Pretoria and Johannesburg host Science Week to promote awareness of science and technology in a fun and exciting learning environment. Numerous international corporates support the event.

Science Week makes learners aware of a changing workplace, new career paths and opportunities in a transforming economy.

Rethabiseng Clinic
Supporting healthcare services in local communities

Rethabiseng Clinic, the only government clinic in the semi-rural area of Bronkhorstspruit in Mpumalanga, services the communities of Rethabiseng, Ekangala, Zithobeni and surrounding farms. Thirty five full-time staff and volunteers serve about 60 patients and day and about 1,300 a month. The clinic however has insufficient space to accommodate the volumes.

We recognise the role that healthcare workers play in their communities and applaud their tireless work ethic and care for their fellow humans.

ABB donated a fully furnished and equipped park home to the clinic, allowing the clinic to add consulting rooms and increase its services. Included in the park home is a pharmacy, two consulting rooms, an office and a waiting room, providing increased comfort to patients. The park home has helped reduce congestion and waiting time.

The clinic offers a range of services including antenatal and post-natal care, mental health, child health, HIV/Aids & sexually transmitted diseases treatment, chronic, curative, oral & dental services, rehabilitation and physiotherapy.

“Through this donation, Rethabiseng Primary Healthcare has improved its pharmaceutical services, decreased the turnaround time in consultation services, reduced congestion and extended more health services,” says Sister Elsie Tshabangu, Acting Facility Manager at the Rethabiseng Clinic. “Thank you to ABB for this lifesaving gift. Its contribution will impact positively on many lives in this community.”

Artificial Intelligence Research

Advancing AI research

With the Fourth Industrial Revolution in full effect, universities are increasing their research and teaching on Artificial Intelligence (AI).

The University of the Witwatersrand is a leader on the African continent in AI research. The university approached ABB to sponsor a robot for the RAIL (Robotics, Autonomous Intelligence, and Learning) Laboratory to carry out advanced post-graduate research in the field.

ABB, which is a world-wide leader in robotics, donated the ABB YuMi robot to the university to use for research and teaching in the RAIL Laboratory with specific benefit to disadvantaged students. The ABB YuMi is a manipulator arm robot designed for manufacturing environments where humans and robots work side by side. YuMi is the first collaborative dual arm robot ideal for small parts assembly and is safe and accurate. A collaborative robot is used without fencing and can work around humans.

When requesting the robot donation, the university expressed three main reasons for obtaining the ABB YuMi robot for their laboratory:

Research: For machine learning and robotics a physical robot is needed to develop algorithms. A two-arm robot to learn with would help push the needle on what is possible for robots to learn in real-world scenarios.

Education: The School of Computer Science and Applied Mathematics has introduced a robotics course at an honours (4th-year) level. It covers aspects of kinematics and dynamics, control and motion planning, state estimation and mapping, vision and learning. It is important to prepare and equip the next generation of roboticists with knowledge of the best equipment possible, representative of the robots that will play an increasingly larger role in our economy. The education provided by the robot will assist honours students as well as MSc and PhD students from South Africa and the rest of the African continent.

Outreach: As one of the leading research groups in the country, WITS has a critical role to play in raising awareness of robotics and the STEM field. RAIL will provide talks at local schools, universities, companies and forums. It is vital that we instill a sense of passion in our local science and engineering sectors.

“The help from ABB is assisting us in propelling robotics research in Africa to an international level and is playing an important role in ensuring that Africa doesn’t lag so far behind in the current industrial revolution,” says Dr Benjamin Rosman, Senior Lecturer, School of Computer Science and Applied Mathematics, University of the Witwatersrand, South Africa. Dr Rosman is also Director of the Robotics, Autonomous Intelligence, and Learning (RAIL) Laboratory at WITS.

Lecturers and students have taken to the YuMi robot and are finding it very useful in their AI research.

The local ABB South Africa robotics team is excited to play a part in the upskilling of previously disadvantaged learners through this special project. The team has provided the lecturing staff with training on how to use the robot.

ABB Code of Conduct

The ABB Code of Conduct is the framework that explains the behavior ABB expects of every employee and stakeholder around the world. It is based on ABB's business principles: responsibility, respect and determination.

ABB employees and stakeholders apply these business principles to their work and actions on a daily basis. Our principles are about providing our customers affordable products and services without compromising on quality or reliability. But they are also about doing the right thing more generally -- following the law, acting honorably and treating each other with respect.

The ABB Code of Conduct provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. It is the foundation so that everything we do in connection to our work at ABB should be, and will be, measured against the highest possible standards of ethics and integrity.

Unconditional commitment

We relentlessly set our standards higher for practical as well as ambitious reasons: our unconditional commitment to integrity helps us hire the best people, who develop and provide great products and services, which in turn attracts loyal customers and business partners. Trust and mutual respect among ABB employees and stakeholders is the core of our success, and they must be earned on a daily basis.

Employees are expected to read the ABB Code of Conduct and use it in their day-to-day work, always keeping in mind that they each have a personal responsibility to incorporate the principles -- and encourage others to incorporate the principles -- into their actions. It is available in several languages to assure its accessibility to everyone at ABB.

Employees who have questions or concerns, or who think that one of their colleagues may be falling short of our commitment to the ABB Code of Conduct and to working with utmost integrity, are expected to speak up.

Who has to follow the ABB Code of Conduct?

We expect all of our employees to read, acknowledge, and follow the ABB Code of Conduct. Failure to do so will result in disciplinary action, and may lead to termination of employment with ABB.
Additionally, we expect ABB third parties, consultants, contractors, and anyone assigned to provide temporary work or services for ABB, to follow the ABB Code of Conduct in connection to their work for our company. Failure to do so may result in termination of their relationship with ABB.

Does ABB have a Supplier Code of Conduct?

It is imperative to ABB that our suppliers, who we regard as our "extended enterprise," conduct business respectfully and with a high standard of integrity, in line with the ABB business principles.
As such, the ABB Supplier Code of Conduct is integrated into our day-to-day operations and is a fundamental part of our Supplier Qualification, Development and Evaluation Requirements.
ABB has launched the Code of Conduct as a mobile application to provide ABB employees as well as external stakeholders with quick and easy access to the Code of Conduct and its related functionalities.
You can find answers to frequently asked questions about the ABB Code of Conduct on the ABB Code of Conduct mobile app or on the ABB website (internal & external).

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