



## Working at Jungbunzlauer

### Our mind-set

How we think – and act.

The changing environment affects the way we do business, find opportunities, engage ourselves and act as one company. But some challenges do not come from our competitors or from global trends. They come from within; from the way we all act and deal with each other.

We have grown in size and are more than 1,100 employees worldwide. So we all need to adapt as individuals and as a global organisation.

Being both agile and aligned are keys to our success. Therefore, we need passionate employees as entrepreneurs with a common understanding of Jungbunzlauer, our vision, our strategy, our values and ambitions.

So we can work and pull in the same direction collectively – as a team. This requires that we all constantly aim to develop ourselves as individuals and as an organisation.

The performance of great companies is driven by great employees. And we are committed to keep our organisation healthy and powerful. But great companies also have great organisations and ways of working together. So, as for many things in life it is about finding the right balance between the individual and the Group, between the processes and the entrepreneurship and between central and delegated decision making.

We encourage

- pro-active behaviour
- a visible and engaging leadership style
- entrepreneurship
- open and two-way communication
- collaboration across all functions and levels



And this is how we can act to find the right balance:

by asking for forgiveness	→	instead of asking for permission
by leading people	→	instead of managing people
by allowing mistakes	→	instead of finger pointing or silo thinking
by listening	→	instead of telling
by sharing knowledge to reach excellence	→	instead of withholding knowledge to keep power

Developing the way a company works takes time. And one should never lose the qualities of what has brought a company to success. So this is about being open, leverage what we have and strive towards doing even better and have a rewarding and enjoyable work life at the same time.

Having a good level of information is important for our individual ability to do our jobs and make the right decisions. One way of achieving this is through our quarterly "Pulse" calls where we cascade information about our development to



all employees. On an ongoing basis a lot of information can be found on our intranet "myJBL". Here you are also invited to share information, create groups, comment information you find, etc.

"Spirit" – our employee survey – is giving us all insights and most importantly inspires us as a global company, as a site or as a team to find ways through which we can improve the way we work together and strengthen our overall engagement. This is a programme we take very seriously and keep working on.

