

■ GEBERIT

Twyford

GEBERIT CULTURE GUIDE





CONTENTS

A message from our Managing Director	4
A message from our Head of HR	7
Our values	8
Communication	10
What to wear	13
Wellbeing	14
Charity work	16
Induction	19
Training and development	20
Facilities and local area	22
Working with our Geberit Group	24
Welcome to Geberit	27



Scan this QR code for an introduction to Geberit and how we work.

A MESSAGE FROM OUR MANAGING DIRECTOR

At Geberit, our culture is built on strong values, great people, and a shared commitment to doing the right thing. Culture isn't created overnight—it develops over time through the behaviours, attitudes, and values that we live every day. It's this foundation that makes Geberit such a supportive and rewarding place to work, where colleagues can thrive, grow, and feel proud to be part of the team. Receiving an 'Outstanding' employer rating from Best Companies is a fantastic recognition of the culture we've built together and the dedication of our people. As we look ahead, we're committed to continuing to create an environment where everyone can succeed, develop, and contribute to our ongoing success."

Andrew Lever
Managing Director

Andrew Lever





A MESSAGE FROM OUR HEAD OF HR

Our people make the difference.

A bold statement, but one that I truly believe sets Geberit apart as an employer. From day one you will experience the warmest of welcomes and genuine team spirit. Our team care about each other, about our products and our customers.

We also promise you plenty of opportunities to develop, challenges to overcome and fun times to be had along the way! You can look forward to an engaging career with a company that invests in its people, considers the human impact of decisions and encourages Team Spirit.

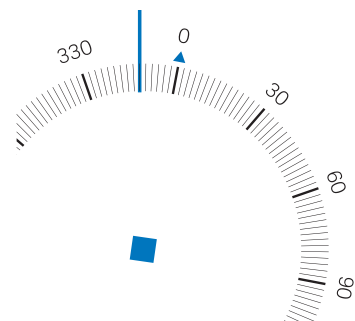
Our people shape our culture which is why we feel it's important to provide you with a glimpse of what you can expect when you join our team.

We are an international company, with a strong culture, good performance record and we value our people... excited?

Come on board and see for yourself!

I look forward to welcoming you to our team.

Ashley Anderson



THE GEBERIT COMPASS

OUR VALUES ARE EXTREMELY IMPORTANT TO US

Upon joining our business, you become a key contributor to our culture, so it's important that you feel aligned with our values and support them every day. Living these values helps create a stronger business and a positive, collaborative working environment.

Anyone with ambitious goals needs a clear direction, and this is where the Geberit Compass comes in. It reflects the values that shape our behaviour, shows us what we stand for, where we want to go, and helps us make the right decisions.

The best collaboration happens when our people share these values. From your first interview and throughout your time with Geberit, we'll encourage and recognise those who live our values every day, helping to keep them at the heart of everything we do.

INTEGRITY

We act sincerely and honestly, treat each other respectfully, and are consistent in what we say and do.

MODESTY

We are ambitious and strive for excellence in everything we do, but act humbly and in a down-to-earth manner.

COLLABORATION

We are reliable and trust and support each other. We share our knowledge and work together constructively to find the best solution.

ACCOUNTABILITY

Everyone is responsible for their decisions, actions and outcomes. We put the good of the company first and not our own personal interest.

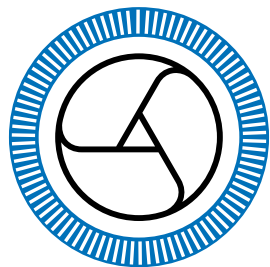


THE GEBERIT AWARDS

Each year we open a nomination process, to recognise those people who have exhibited our values. You will have the opportunity to nominate your colleagues, and if you are nominated you will receive details of your nominations word for word at the annual awards ceremony. There is nothing better than reading the complimentary things your colleagues have to say about you! Nominees from previous years have spoken about how touched they are at reading these comments and for us, this is the most powerful aspect of our awards process. This truly embodies our Team Spirit.

We make sure we keep you updated, releasing the names of the people that have been nominated during the current month. At the end of the year our judging panel (made up of the previous year's winners), review all the nominations and create a shortlist of finalists.

The overall winner in each category is announced at our annual awards ceremony, which has proven to be a fantastic evening every year! If you win one of our categories, you not only have a sense of accomplishment, but we also provide a financial reward!



THE GEBERIT COMPASS

OUR VALUES ARE EXTREMELY IMPORTANT TO US

Upon joining our business, you become a key contributor to our culture, so it's important that you feel aligned with our values and support them every day. Living these values helps create a stronger business and a positive, collaborative working environment.

Anyone with ambitious goals needs a clear direction, and this is where the Geberit Compass comes in. It reflects the values that shape our behaviour, shows us what we stand for, where we want to go, and helps us make the right decisions.

The best collaboration happens when our people share these values. From your first interview and throughout your time with Geberit, we'll encourage and recognise those who live our values every day, helping to keep them at the heart of everything we do.

INTEGRITY

We act sincerely and honestly, treat each other respectfully, and are consistent in what we say and do.

MODESTY

We are ambitious and strive for excellence in everything we do, but act humbly and in a down-to-earth manner.

COLLABORATION

We are reliable and trust and support each other. We share our knowledge and work together constructively to find the best solution.

ACCOUNTABILITY

Everyone is responsible for their decisions, actions and outcomes. We put the good of the company first and not our own personal interest.



THE GEBERIT AWARDS

Each year we open a nomination process, to recognise those people who have exhibited our values. You will have the opportunity to nominate your colleagues, and if you are nominated you will receive details of your nominations word for word at the annual awards ceremony. There is nothing better than reading the complimentary things your colleagues have to say about you! Nominees from previous years have spoken about how touched they are at reading these comments and for us, this is the most powerful aspect of our awards process. This truly embodies our Team Spirit.

We make sure we keep you updated, releasing the names of the people that have been nominated during the current month. At the end of the year our judging panel (made up of the previous year's winners), review all the nominations and create a shortlist of finalists.

The overall winner in each category is announced at our annual awards ceremony, which has proven to be a fantastic evening every year! If you win one of our categories, you not only have a sense of accomplishment, but we also provide a financial reward!



COMMUNICATION

We have two main sites in the UK, our head office in Warwick and our distribution warehouse in Stoke on Trent. We also have a large field-based sales team that span the length and breadth of the UK. Feeling connected is extremely important to us and we have various methods to ensure our teams feel connected with the business and with each other, irrespective of geographical location. Communication is key.

1. MONTHLY COMPANY CALLS

Our Managing Director hosts a monthly call which provides an update on key sales figures and essential news for the month, along with Geberit award nominations and people celebrating a length of service milestone

2. 121 MEETINGS

Your manager will meet with you on a regular basis, giving you quality one on one time, and providing you the opportunity to say how you are doing and if you need any more support. It's also an excellent opportunity for your manager to provide feedback. We view feedback as positive, as it aligns to our value of 'Renewing Ourselves'. You should always feel comfortable to ask for feedback.

3. EMPLOYEE FORUM

Representatives from across the company come together regularly to raise employee feedback and key topics. The representatives relay this information back to their respective teams.

4. GIN

The Geberit Intranet also known as GIN is where you will find both group and local news articles, links to training platforms and key information. You will also find the UK HR portal on the GIN, which contains lots of information on benefits, policies, Geberit Awards and much, much more!

5. TEAM MEETINGS

You will have regular team meetings, during which you will receive business updates and have time to bond with your colleagues, share best practice and key updates.

6. SOCIAL EVENTS

Geberit UK hosts at least one large event each year, whether it's a Christmas party or Summer BBQ, it's a great opportunity to meet with colleagues and have fun. We also organise ad-hoc events such as charity events, bake-offs and competitions to name a few!

7. MONTHLY DEPARTMENT MANAGEMENT MEETINGS

Our department managers will be invited to attend a monthly meeting, with relevant updates from the Exec members as appropriate.

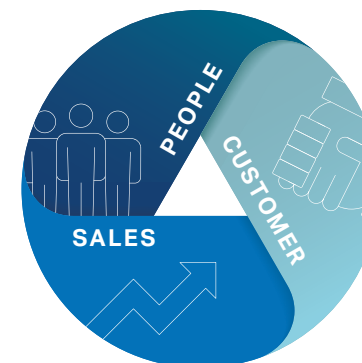
We believe the best communication happens through conversation. Whenever possible, we encourage people to talk face to face, whether that's catching up with colleagues, collaborating across teams or networking with others around the business.

Face-to-face conversations are our preferred way of communicating, followed by Microsoft Teams when that's not possible. Whilst email has its place, we believe regular, open communication helps build stronger relationships, encourages collaboration and supports better, faster decision making.

We also encourage everyone to share their ideas, ask questions and express their views. Healthy discussion helps us learn, improve and adapt, and we want everyone to feel comfortable contributing their thoughts. Different perspectives make us stronger, and every voice matters.

Our people are what make the difference. New starters consistently tell us how welcomed they feel and how willing colleagues are to offer support, answer questions and make time to help. You can expect the same warm welcome as you begin your journey with us.

During your induction, you'll have the opportunity to meet our Executive Team. They actively encourage open communication and are always happy to have a conversation, so don't hesitate to say hello or ask a question when you see them.





WHAT TO WEAR

In the office, we work to a business casual dress code – this means we blend traditional business wear with a more relaxed style that's still professional and appropriate for an office environment.

Some ideas of business casual attire are: chinos, knee length skirts, jeans (without rips/patches etc), polo shirts, button up shirts (long or short sleeved), blouses, sweaters, cardigans, blazers, knee length or maxi dresses, smart trainers, loafers, boots, flats, or sandals as long as they have a back.

You are not limited to these options, this is merely an example. You may see people around the office varying their style daily, one day they may wear jeans and a smart jumper and another day they may wear a dress with a smart jacket. We hope this gives you an idea of what you can wear whilst maintaining the flexibility for you to express your own individual style.

If you work in a customer facing environment, you may be required to adapt your dress code accordingly. We also provide everyone with Geberit uniform that they can wear if they wish to.



WELLBEING

We spend approximately 1/3 of our lives at work! We want that to be a good experience, and we feel it's critical that we consider your physical, mental and nutritional health and provide resources and information to help keep you healthy. Each year we have a 'wellbeing' calendar, focussing on a different initiative each month. Opposite is a typical example of our wellbeing calendar. We use the Employee Forum to gain ideas for the subsequent year's calendar to keep it aligned to what people want to see! We've had fantastic feedback from this initiative and would love to hear what you think once you start with us. If you have ideas, please let us know!

We change the calendar every year, but some of our initiatives are detailed below, to give you an appreciation of what to expect!

- We have a team of trained mental health support advisors and have launched a number of initiatives to support our employee's mental health
- Organised onsite blood testing to help identify prostate cancer, shared information on testicular cancer and produced a Men's MOT Booklet
- Provided webinars and resources aimed at managing stress
- Held a month-long walking competition, tracked via Strava with a leaderboard to encourage people to be more active and connect with others. We offered Fitbit prizes to the top two people who walked the furthest total distance, and also a prize to the person who connected and walked with the greatest number of people
- Had an independent company provide general health assessments, providing key body health indicator numbers, such as your cholesterol, blood sugar levels, blood pressure and more
- Gave away free Geberit sun cream alongside a leaflet with information on identification and causes of skin cancer
- Held a healthy cooking competition and shared resources and information about good nutrition

- Organised a breast cancer awareness webinar, and held a bake-off competition to raise awareness and funds for Breast Cancer UK
- Released a Menopause Policy and shared multiple resources on Menopause awareness and support
- Joined the Movember challenge, raising funds for men's health and holding a Men's Health webinar to empower men to take control of their health
- Organised a community volunteering project at a local food bank, alongside a food bank collection box in the office
- Offered flu jabs before the coming winter months to help boost immunisation



We have a Wellbeing page on GIN dedicated to our wellbeing calendar resources and benefits. On this page you will see a section dedicated to our Mental Health Support Advisors, a link to our Employee Assistance Programme, a link to our Wellbeing Application, Cycle to Work information, healthy recipes shared and plenty more!

Our employee discounts platform not only has a wealth of discounts to assist with financial wellbeing, it also hosts wellbeing resources, such as free exercise videos, nutritional advice and recipes, and mindfulness videos to name a few.



CHARITY WORK

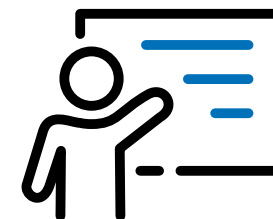
We are corporate patrons for CRASH, a charity that focuses on helping homelessness charities and hospices with vital construction projects, in order to create places that care for people. We are very proud to have won 'CRASH Patron of the Year' three years in a row for donating the most product.

In addition to company organised charity events our colleagues advertise events that they are participating in, such as sponsored cycles, runs etc.

We encourage volunteering and charity work, and colleagues are always welcome to email our UK distribution list when conducting this type of work to ask for sponsorship.

Geberit Group also organise charity projects with a sustainable theme, for example, in 2022 there were projects to help those countries with inadequate sanitation such as Nepal and Istanbul.





INDUCTION

Your induction plan will be sent to you before you start with us, so you can get an idea of what to expect! The induction will give you a general overview of the company and each team function, to ensure you feel informed.

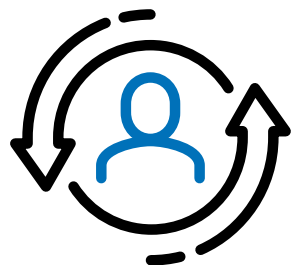
On your first day we ask you get to the office for 9:30am, in time for a tour of the office, and then your induction begins! Lunch is provided by us on your first day.

You will learn all about the history of the company during your induction, but if you would like to learn a little more then why not visit our Group site:

www.geberit.com/company/group-history

You will also be introduced to our local Exec team and our department heads. We think it's important you create those connections and know who to go to in your first few weeks with us.

Please go ahead and ask any questions you like throughout these meetings; we are an open book and happy to help! You don't have to worry about remembering everything from your induction, relevant information is shared after the induction meetings and we are here to support you with any queries throughout your career with us.



TRAINING & DEVELOPMENT

We are committed to supporting the development of our people and believe that learning is an important part of building a successful and rewarding career. We continually invest in training and development opportunities, whether through apprenticeships, shadowing, mentoring, internal training or external courses.

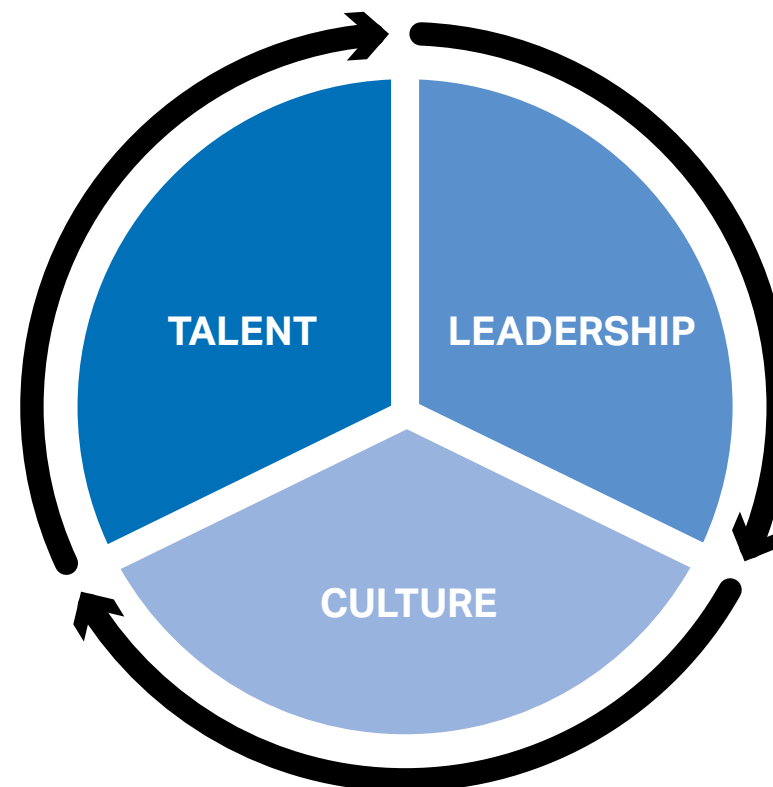
We encourage colleagues to discuss their development goals with their manager and are always open to requests for training that are relevant to the business and support career progression.

Each year, you will agree objectives with your manager, which will be recorded in our company system, ValYOU. Throughout the year, you'll have regular catch-ups to review your progress, discuss your achievements and identify opportunities for personal and professional development. Training and development needs can be agreed at any stage during this process.

We also have our own training academy at our head office in Warwick, where we provide product training for all employees. Depending on your role, you may also receive more in-depth product training or attend specialist Group training to develop your knowledge further.

In addition, our Group learning platform, Campus, provides access to a wide range of online courses covering topics such as Microsoft Office applications and many other professional development subjects.

WITH SO MUCH FOCUS ON LEARNING AND DEVELOPMENT, IT'S EASY TO SEE WHY WE HAVE AN INTERNAL PROMOTION RATE OF 25%!



WE WANT TO ATTRACT, DEVELOP AND RETAIN OUR PEOPLE AND IDENTIFY LEADERS FOR TODAY AND THE FUTURE.

THE RIGHT EMPLOYEES AND STRONG LEADERS ARE THE MAIN SHAPERS OF OUR CULTURE WHICH IS ONE OF THE KEY SUCCESS FACTORS.



FACILITIES & LOCAL AREA

WARWICK

Our Head Office is situated next door to a local café at the Pure Offices, or there is a Tesco Express just a 10-minute walk away if you wish to purchase any food or snacks.

We discourage people from eating at their desks, as we feel taking a break from your workstation is beneficial. In addition, the open plan nature of our office does mean that food odours can travel and feel it is best they are kept in one place! To this end, we have a lovely canteen area for you to eat your lunch.

We provide you with free drinks, either through the coffee machine or via the supplies in our kitchens. There are fridges on site so you can bring in food for your lunch and store this correctly until it's time to eat.

Our team tend to bring in cakes when there are birthdays, so you can look forward to emails telling you that there are cakes in the kitchen!

To help you balance home and work life, you are allowed to have a reasonable number of small parcels delivered to our Head Office, provided you are able to take them within a day or so.

Whenever we are blessed with good weather (rare in the UK we know!) then there are several green spaces around so you can get out, stretch your legs and get some fresh air! We have a lovely green space right next to the office and several colleagues go out for a walk regularly, so you will likely have some company!

There is plenty of free parking onsite and we ask that you reverse park for safety reasons. If the car park appears full, you can double park in front of the back row of cars, and report your registration details to reception in case your car needs to be moved.

STOKE ON TRENT

Our Stoke on Trent logistics hub is a short drive away from local shops, so there is the option to purchase food locally if needed.

If you are visiting this site it is important that you communicate with the site management team to ensure that they are aware of your visit and can ensure you have had the appropriate induction.

Onsite there is a large canteen with fridges and microwaves to enable you to bring food from home and store it correctly and reheat if necessary.

You will need your pass to access the car park in Stoke as this is controlled by a security barrier.





WORKING WITH THE WIDER GEBERIT GROUP

We work hard to maintain a 'Geberit' culture so that no matter which site you enter, in whichever country, you know that you are in a Geberit facility!

Our overall Group structure is flat, meaning we can make decisions quickly and effectively. Our Group Executive Board member visits the UK at least twice a year and is extremely approachable.

Depending on your job role and function you may have more regular visits either to or from our European facilities, e.g. to attend conferences, visit manufacturing plants and have production tours, attend training etc. There are also regular Teams meetings to maximise the connections we have across functional groups and share best practice.





WELCOME TO GEBERIT

We are so excited to welcome you to the Geberit Team and hope this guide has given you some insight into our Geberit culture, what you can expect when you join and what we value. You are pivotal to making us a success and we look forward to you joining.

We wish you every success with us, and please know we will support you at every opportunity.

Geberit Sales Ltd

Geberit House
Edgehill Drive
Warwick
CV34 6NH

T 01926 516800

F 01926 400101

E enquiries@geberit.co.uk

www.geberit.co.uk