



## Our principles about teamwork & leadership

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Our goal.



**Create.Future.Together.**

# Our mission statement. Create.Future.Together.



## Create.

Innovative technologies for processing web-shaped materials are the historically grown core of the Jagenberg Group and have been our focus for over 140 years. We design creative and future-oriented solutions for our customers. Our thinking is entrepreneurial and our culture mid-sized. Short decision-making processes, a high level of action competence and an agile organization enable us to take successful steps into the future quickly and decisively.



## Future.

We are ready to face the dynamic changes that the future holds for all of us - be it technological progress, digitization or climate change. Based on our values, we as a Group are actively working on innovative solutions to harness these megatrends in an economically and ecologically sustainable way for our customers and ourselves.



## Together.

Together we are strong! This motto characterizes the cohesion in our group. We face the future as a strong team of doers and creative minds. Together with our customers, suppliers and partners, we create the future. Through a fair and trusting exchange, we learn from each other and build long-term and reliable partnerships together.

# Our values. What we care about.

Trust.

Integrity.

Reliability.

Fairness.

Respect.

Openness.

Honesty.

# Our guidelines. What drives our actions.

- Ensuring financial independence.
- Maintaining of a resilient opportunity/risk balance (stability/resilience).
- Striving for ecological and economical sustainability.
- Long-term and solution-oriented thinking and acting.
- Promotion of the entrepreneurial spirit and will to create.
- Development of employees as our most valuable resource.
- Ensuring a high degree of actionability in decision-making and implementation.
- Acting on our social responsibility.



# Our principles of leadership.

Lead with values and clear goals.

Offer benefits and give feedback.

Be consistent (also lead yourself).

Constantly questioning and improving.

Be brave and determined.

Be optimistic and realistic.

Strengthen and promote the strong.

Be faster than others.

Invest intelligently.

Be creative.

Find simple solutions.

# Cooperation! 10 simple rules.



## **Be active!**

We can only achieve mutual success if everyone is involved.

## **Openness!**

Everyone benefits from an open and respectful exchange.

## **Trust yourself!**

Anyone who wants to improve things needs the courage to change.

## **Honesty!**

Solutions can only be found through honest formulation of problems.

## **Find solutions together!**

Everyone names problems and contributes as a problem solver.

## **To learn from mistakes!**

Our mistakes form an important gain in knowledge and experience.

## **Change of perspective!**

Outsiders often see processes differently and find new ways.

## **Where is the problem?**

The concrete formulation of the problem is part of the solution.

## **Go for something new!**

New is not a threat, but an opportunity for improvement.

## **Dialogue across borders!**

Silo mentality hinders finding a solution in the interests of Jagenberg.

**We avoid accusations and justifications and assume personal responsibility in the interests of our company.**

Our common tasks.





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