

Thinking, shaping, changing: working for Geberit

- Corporate values and guidelines made tangible
- Education and further training at a high level
- Good relations to the employee representatives

With innovative solutions in plumbing technology, Geberit wishes to improve people's quality of life on a sustainable basis. Every day, all employees worldwide make a valuable contribution to the realization of this vision. High ethical standards, team spirit, enthusiasm for the company, modesty and the willingness to adapt to a rapidly changing environment characterize the corporate culture and thus create the success.

To ensure this success in the long term, Geberit orients itself towards central guidelines and fundamental values. Since December 2006, these have been summarized in the new "Geberit Compass" and serve as a framework for action and road map into the future for all employees. A new management team at the top of the Group and the increasing internationalization have necessitated the further development of proven guidelines. For this reason, the new Geberit Compass has replaced the previous "Geberit Identity".

International cooperation encourages team spirit

The Geberit Compass states: "The right employees are our most important asset." As of the end of 2006, Geberit employed a total of 5,269 people from 63 nations worldwide. In this respect, there is a noticeable increase in the importance of cooperation in international networks and organization-spanning teams. The Geberit Code of Conduct was drawn up in order to take account of this development. It applies for all employees worldwide and – alongside the Geberit Compass – forms the basis for daily work and requires strict adherence to laws and ethical standards. It offers protection against workplace bullying, sexual harassment, and child or forced labor, as well as against discrimination, for example based on nationality, ethnic origin, religion, gender or sexual orientation. Unfair business practices such as corruption or restrictions on fair competition are rejected. Upon introduction of the Code of Conduct, all employees will be provided with extensive information concerning the rights and obligations contained therein. Employees commit to adhere to this Code of Conduct and, at the same time, acquire the right to report violations in confidence and with protection against reprisals.