



DEAR EMPLOYEES

Anyone with ambitious goals needs a clear direction. This is precisely where the Geberit Compass comes in. Our values form the foundation of our company and shape our behaviour both internally and externally.

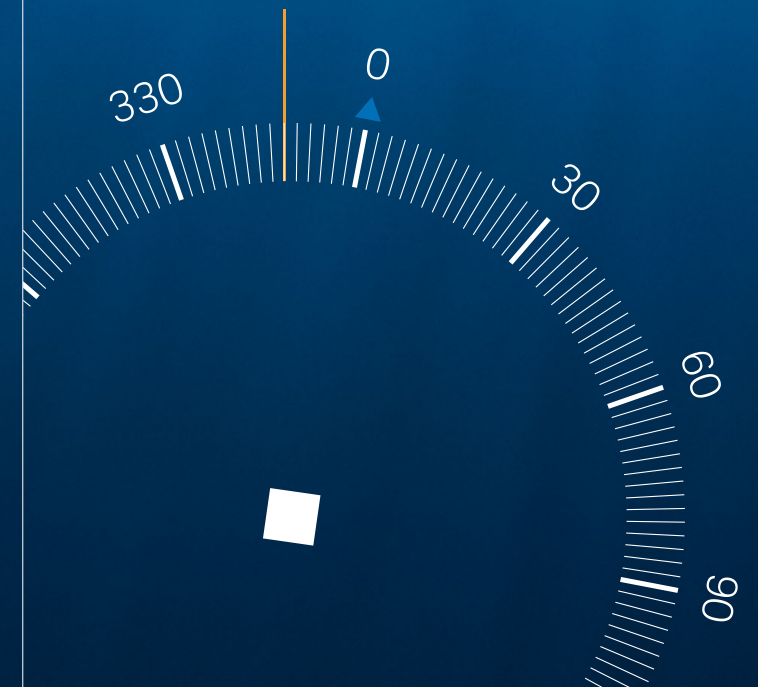
The Compass shows us what we stand for, where we want to go, and helps us make the right decisions.

The best collaboration is achieved when the beliefs and behaviours of our employees align with the company's values.

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GEBERIT COMPASS



THE CORE OF GEBERIT

Mastering Water – because people need excellent sanitary products.

Water is essential for nutrition, hygiene and as a means of transportation. Our durable, innovative and resource-efficient sanitary products play a key role in meeting these basic needs. For over 150 years, we have been a reliable partner to the sanitary industry. Our expertise is based on a comprehensive understanding of how water flows and how it can be used safely and efficiently. This is how we continuously improve our products and set new standards to enhance people's lives.

VALUES

Fundamental beliefs that shape the Geberit culture. They define what we consider right or wrong and are binding for all employees.

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.

LEADERSHIP PRINCIPLES

Expectations for employees' behaviour and expectations for their actions and decisions – both in people management and in professional responsibilities.

FOCUS

We focus on what is relevant and act with discipline. We set clear directions and keep our structures and processes lean with clear responsibilities.

DECISIVENESS

We make conscious and clear decisions, implement them consistently and reflect on the outcome. We allow for mistakes, but not for incompetence.

PERFORMANCE

We are result and performance oriented and we act entrepreneurially. We set ourselves measurable and ambitious goals.

EMPOWERMENT

We lead by example. We inspire and motivate our employees to contribute their best. We delegate as low as possible and as high as necessary.

RESILIENCE

We are highly committed. Under pressure, we think clearly, do not overreact and keep calm.

COMMUNICATION

We focus on relevant information for the relevant stakeholders. We listen to each other and communicate precisely and to the point.

