

GALA GROUP

SENSUAL. NATURAL. AFFORDABLE.



**ONE GALA GROUP –
OUR VALUES & LEADERSHIP PRINCIPLES**

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**WE CARE ABOUT
PEOPLE**



**WE TRUST EACH OTHER
THROUGH MUTUAL COOPERATION**



**WE EMBRACE
GLOBAL DIVERSITY**



**WE PROVIDE ULTIMATE
CUSTOMER SATISFACTION**



**WE HAVE PASSION FOR EXCELLENCE
IN EVERYTHING WE DO**



**WE TAKE RESPONSIBILITY
FOR OUR ACTIONS AND
LONG TERM SUCCESS**



**WE INNOVATE TO CREATE
A COMPETITIVE ADVANTAGE**



**WE DELIVER RESULTS
THROUGH PERFORMANCE**





WE CARE ABOUT PEOPLE



- We create a work environment where people like to come to work and feel valued
- We care about our environment and ensure a healthy and safe workplace
- We listen to our employees and act to reach long term employee retention
- We increase employee engagement through regular, open communication and involvement

WE TRUST EACH OTHER THROUGH MUTUAL COOPERATION



- We support each other for a joyful workplace and for better results
- We support cooperation and engage our employees to do so
- We believe that people work best when there is a foundation of trust
- We network within the group and see ourselves as role models for mutual cooperation
- We look for win-win solutions through trust and cooperation without playing „blame-games“



LEADERSHIP PRINCIPLES



WE EMBRACE GLOBAL DIVERSITY



- We are proud to be part of the connected and diverse global GALA Family and support our teams to live and enjoy this unique advantage on a daily basis
- We believe that all individuals can and want to contribute to their fullest potential
- We value differences

WE PROVIDE ULTIMATE CUSTOMER SATISFACTION



- We are customer-centric in everything we do
- We develop superior understanding of consumers & customers and their needs
- We offer our customers an irreplaceable value proposition
- We aim to become preferred partners



LEADERSHIP PRINCIPLES




WE HAVE PASSION FOR EXCELLENCE IN EVERYTHING WE DO



- We show our passion for high quality results and use our failures to learn from them
- We continuously challenge and develop our processes and support our employees to do the same
- We develop skills and knowledge to be the best experts in our industry

WE TAKE RESPONSIBILITY FOR OUR ACTIONS AND LONG TERM SUCCESS



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- We aim to build long term win-win relationships with our employees, suppliers and customers
 - We act as a responsible leader, taking into account all aspects of our decisions
 - We make sustainable decisions to ensure long term success for the organization

LEADERSHIP PRINCIPLES



WE INNOVATE TO CREATE A COMPETITIVE ADVANTAGE



- Innovation is our lifeblood. We create and deliver products, packaging and concepts that build competitive advantage
- We motivate our employees and teams to be innovative by actively creating/ providing time for innovations with a competitive advantage
- We include innovation in the employee feedback discussions
- We share group successes coming from innovations / provide transparency through GIP processes & development to our employees

WE DELIVER RESULTS THROUGH PERFORMANCE



- We set and communicate clear performance targets, that are linked to our strategy
- We measure our performance on a regular basis and make our decisions based on KPI-s and long term strategic goals
- We develop our employees, give regular feedback and give a fair opportunity to meet the performance targets
- We strive to be the best in all areas of strategic importance of the Company
- We believe in development through dialogue



LEADERSHIP PRINCIPLES