

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



- 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



**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