



BE YOURSELF
AT DATWYLER

NO MATTER WHAT
THE FUTURE HOLDS



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At Datwyler, we firmly believe that our company can only thrive if every single one of our employees is able to realise his or her potential to the full and is deployed where his or her personal strengths are called upon. If everyone can be themselves and feel fully invested in what we do, together we will achieve lasting success.

Our employees are therefore at the very heart of Datwyler – we interact with respect, trust and loyalty. Mutual consideration and appreciation are key.

As a steadily growing, globally operating company, our goals are ambitious. Our path is strewn with daily challenges, which we readily take on as one team. We are looking for determined and dedicated individuals who strive to realise their full potential: together, we will achieve great things.

YAN WANG

ENGINEER, DATWYLER CHINA





"BY TIME AND AGAIN FULFILLING AND EXCEEDING CUSTOMERS' DEMANDS AND EXPECTATIONS, I CONTRIBUTE TO ESTABLISHING SUCCESSFUL AND LASTING RELATIONSHIPS."

We operate in a dynamic environment with constantly shifting requirements. Our employees must continuously find new solutions that create added value for our customers. This requires attentiveness to others and a keen sense of their needs and requirements. We offer self-responsible and service-minded individuals **an inspiring working environment, in which commitment to colleagues and customers is highly valued.**

AS AN ATTRACTIVE EMPLOYER WE SET THE TONE WORLDWIDE

The name Datwyler stands for outstanding sealing solutions. We value creativity, dedication, reliability, entrepreneurial spirit and the desire to achieve success in partnership with our customers. Our products and services allow our customers to successfully master tomorrow's challenges.

We are a development partner of choice for several industry leaders in the areas of Health Care, Consumer Goods, Automotive and Civil Engineering. We are familiar with their technologies, their needs and their requirements.

In order to develop optimal and lasting solutions for our customers, we purposefully bring to bear our core competencies. Whether producing a single component or developing an integrated solution, our **engineering** competency allows us to always meet our customers' needs. This ability is based on a unique mix of knowledge and experience in various scientific and technical fields.

We have longstanding experience as regards **material and simulation**, allowing us to regularly develop new materials with exceptional characteristics. In order to also meet the highest standards of quality in our **production processes**, we rely on innovative process technologies and make sure that our employees always operate at the forefront of research, technology, infrastructures and production techniques.

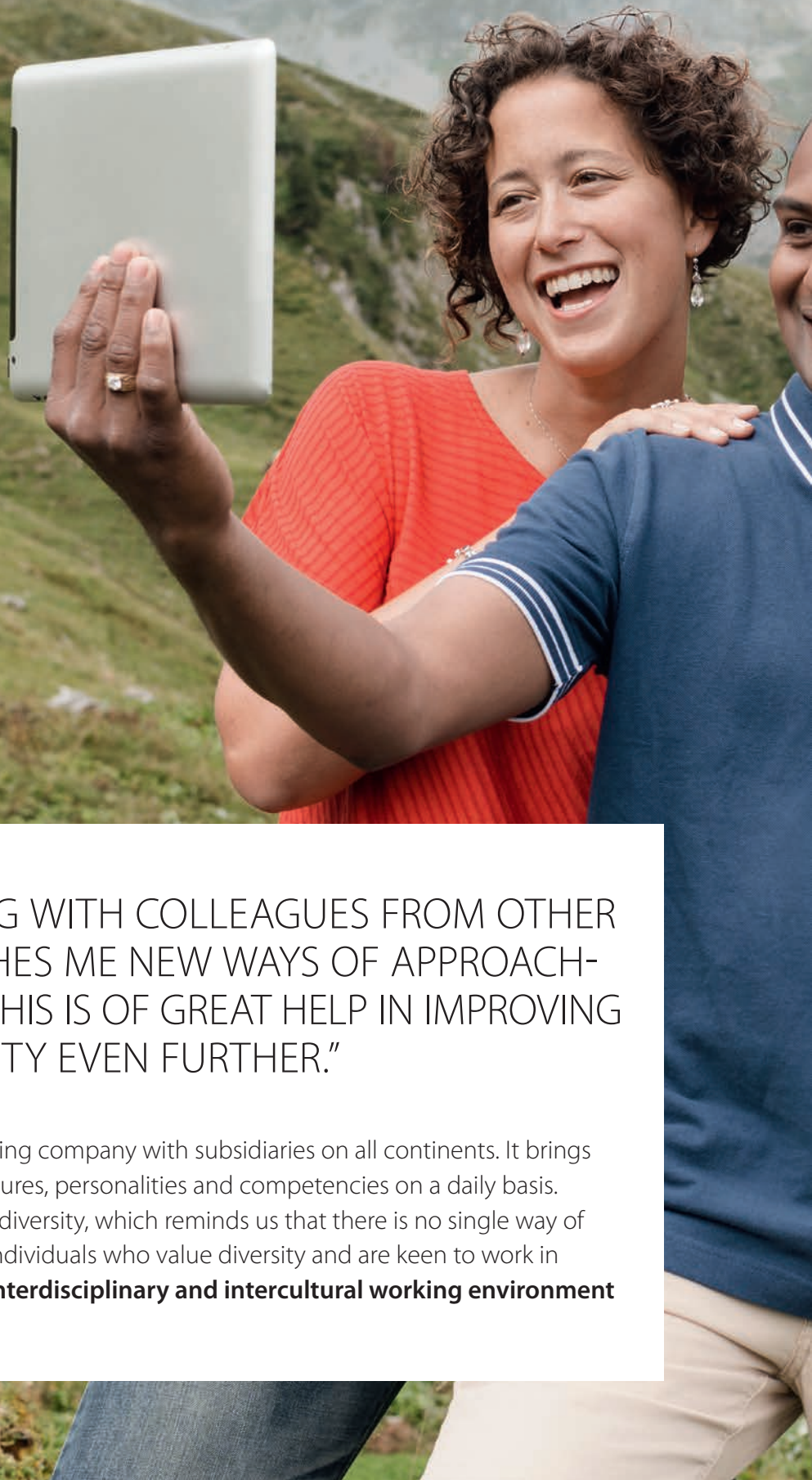
LEFT TO RIGHT

BARBARA SANTAMBROGIO QUALITY ASSURANCE MANAGER OPERATIONS, DATWYLER ITALY

DHANANJAY SUTAR TEAM LEADER MIXING, DATWYLER INDIA

JAEHUN KIM MOLD MAINTENANCE OPERATOR, DATWYLER KOREA

MARIA NATALIA GARCIA SALINAS PLANNER, DATWYLER MEXICO



“COLLABORATING WITH COLLEAGUES FROM OTHER CULTURES TEACHES ME NEW WAYS OF APPROACHING PROBLEMS. THIS IS OF GREAT HELP IN IMPROVING PRODUCT QUALITY EVEN FURTHER.”

Datwyler is a globally operating company with subsidiaries on all continents. It brings together a wide array of cultures, personalities and competencies on a daily basis. We benefit greatly from this diversity, which reminds us that there is no single way of looking at things. We offer individuals who value diversity and are keen to work in an international setting **an interdisciplinary and intercultural working environment of global scope.**





WE CONTRIBUTE TO SAFETY IN **FOUR INDUSTRIES**

With more than 5,000 employees in 16 locations, Datwyler has succeeded in becoming the worldwide leading provider of customer-specific sealing, closure and packaging solutions as well as standardised components in the four industries of **Health Care, Consumer Goods, Automotive** and **Civil Engineering**. Our products and solutions contribute to safety in countless areas of life around the world.

Health Care: Datwyler's high-quality sealing solutions for the storage and application of medication improve safety in the healthcare sector.

Automotive: Datwyler's components ensure maximum reliability and durability for sophisticated braking and propulsion systems.

Consumer Goods: As an industrialisation partner for the consumer goods industry, Datwyler develops production processes according to the highest standards of quality and safety.

Civil Engineering: Datwyler's high-performance sealing solutions provide the necessary safety buffers for ambitious building projects.

FABIENNE ANDRÉ SUTER

ASSISTANT TO THE CEO, DATWYLER SWITZERLAND





“INTEGRATED THINKING AND THE ABILITY TO KEEP
A CLEAR MIND EVEN IN HECTIC SITUATIONS ARE
KEY REQUIREMENTS IN MY DAILY WORK.”

Our employees make a significant contribution to the safety of people and products around the world. This requires them to guarantee top quality no matter how challenging a project and to keep a clear mind when faced with complex tasks. We offer talented individuals looking to grow professionally **high-responsibility and challenging positions as well as attractive career opportunities.**



WE ARE **ENTREPRENEURS**

- We are leaders, not managers
- We like fast decisions, we minimise bureaucracy
- We are accountable for our results and passionate to deliver
- We are competitive and love to win
- We are aware of our personal contribution to the company's success
- We reward success



WE **EXCEL** IN WHAT WE DO

- We continuously improve our processes, products and services
- We live up to our promises
- We eliminate waste in all our processes
- We use natural resources in a sustainable way



WE BRING **VALUE** TO OUR CUSTOMERS

- Customers always come first
- Customer needs drive our innovation
- We exceed their expectations for quality, on-time delivery and value
- We focus only on what creates value for our customers



WE HAVE **RESPECT** FOR OTHERS

- We have high integrity and respect our code of conduct
- We want to attract the best talent and retain and develop well-performing employees
- We make our contribution to the team and challenge each other
- We seek fact-based and root-cause solutions, not blame
- We want to improve ourselves and are open to constructive criticism

WE FOSTER AN **OPEN WORKING CLIMATE**

Datwyler's history was written by individuals who succeeded in mastering the challenges of their times and developing new solutions. We offer ambitious individuals who approach their task with dedication and enthusiasm the right environment to excel and grow.

Our success story is rooted in Datwyler's culture and the values we hold and practise together. They shape our everyday work, the way we treat one another, customers or partners, and form the basis of our company's future success.

Next to our company values, our attitude is also based on our company principles, set down in writing as Datwyler's Corporate Governance. While we seek to build on our proven strengths, we want to avoid lacking in flexibility. We are open to change and are committed to thinking sustainably and generating value.

In doing so, it is vital to treat one another with respect and attentiveness. We support one another within teams as well as across departments and levels of hierarchy. We have established a code of conduct that must be adhered to by every single employee.

Our customers, suppliers and other partners must rest assured that their relationship with Datwyler is built on trust and respect. The Datwyler Group as a whole has therefore pledged itself to the ten principles of UN Global Compact, a worldwide corporate code of conduct.



FLORIAN ARNOLD

TECHNICAL TEAMLEADER DEEP DRAWING, DATWYLER SWITZERLAND





"MY TEAM'S SUPPORT SPURS ME TO REACH FOR GOALS THAT I COULD NOT ACHIEVE ON MY OWN."

We want everybody to work at what they are best at. We therefore provide latitude and the necessary support where required. For only by joining forces as a team can we achieve great things. At Datwyler, we treat one another with respect. As part of a competent and appreciative team, our employees **can grow "on the job" and by jointly facing new challenges.**

WE OFFER A **DIVERSE** AND **GLOBAL** **WORKING ENVIRONMENT**

As a globally operating company, Datwyler offers a broad spectrum of occupational profiles and career opportunities. Our engineers, process technicians and project managers hail from a variety of scientific and technical backgrounds. This vast, multidisciplinary wealth of experience is decisive for Datwyler's success. We therefore enable our employees to bring their talent to a global context and grow it steadily over time.

Our teams are often global in composition. Exchanging with colleagues from around the world is a daily aspect of our work that is critical to our success. We offer employees who enjoy collaborating with people of varied backgrounds and cultures the opportunity to operate on a global scale and pursue an international career.

The horizons we open are not only geographic. We always strive to encourage interdisciplinary exchange within the company – across our four industries and across functional areas.

JOEL NOUWEN

TECHNICIAN PILOT PLANT, DATWYLER BELGIUM





"MASTERING A MAJOR CHALLENGE FILLS ME WITH PRIDE AND GIVES ME STRENGTH TO ADDRESS THE NEXT ONE."

At Datwyler, new challenges are the order of the day. Only by facing new situations with enthusiasm and actively seizing opportunities can we move things forward. We nurture employees who think and act as entrepreneurs and grant them **the necessary freedom to turn their ideas into reality and put their projects into practice.**

WE SUPPORT **YOUR** **PROFESSIONAL DEVELOPMENT**

We know that our company's success depends directly on the talents and abilities of our employees. Not only do we aim to attract the right applicants, we also seek to ensure their continuous development. We want them to grow steadily and solidly in partnership with the company. We therefore invest heavily in the systematic and sustained development of competencies, building on individual life journeys and ambitions.

Skills training for individual careers

Datwyler offers individual training and continuing education programmes at almost all its locations. We thereby enable our employees to learn new skills and prepare for future positions or professional challenges.

As an employer, we are aware of our social responsibility and act accordingly. In Switzerland, for example, around 60 young trainees are trained in different jobs every year. Datwyler thereby provides an important contribution to Switzerland's vocational education and training system.

Leading by example

Datwyler Holding has been conducting global leadership programmes for several years. Covering all levels, they range from basic management skills to the advanced skills needed to successfully implement our corporate strategy.

At Datwyler, we are convinced that fostering leadership must rely not only on the development of individual personalities and their personal strengths, but on an actively shared corporate culture. Only managers who share our values and truly embody them can succeed in attracting talented employees and keeping them motivated over the long term.


A career as varied as life itself

People and interests change: we therefore foster the development of our employees across functions and departments. Technicians or engineers are thus not bound to strictly specialist careers. They are given the opportunity to enrich their specialist knowledge by acquiring other competencies, enabling them to aim for a management position.

ANDREA SCHULER

JUNIOR MANAGER SALES SUPPORT, DATWYLER SWITZERLAND





"CUSTOMER SATISFACTION IS MY MAIN INCENTIVE –
RECEIVING A CUSTOMER'S POSITIVE FEEDBACK IS
MY GREATEST REWARD."

The best solutions are hard-won. They are found by individuals who refuse to simply take things as they are and will not take no for an answer. Only by aiming high and not giving up when faced with major challenges can we create solutions of great and lasting value. At Datwyler, we rely on ambitious employees and offer them **an environment that nurtures their personal development.**

OUR LOCATIONS

EUROPE

SWITZERLAND

Militärstrasse 7
CH-6467 Schattdorf
T +41 41 875 11 23
sealing.ch@datwyler.com

BELGIUM

Industrieterrein Kolmen 1519
B-3570 Alken
T +32 11 59 0811
sealing.be@datwyler.com

GERMANY

Eisenacher Landstrasse 70
D-99880 Waltershausen
T +49 3622 6330
sealing.de.wal@datwyler.com

Tornadostrasse 4
D-76307 Karlsbad-Ittersbach
T +49 7248 9230
sealing.de.kab@datwyler.com

ITALY

Viale dell' Industria 7
I-20010 Pregnana Milanese (MI)
T +39 02 939 651
sealing.it@datwyler.com

Via Bernade 11
I-36047 Montegaldella (VI)
T +39 0444 736 501
sealing.it@datwyler.com

Via Castello 14/A
I-24060 Viadanica (GB)
T +39 035 939911
info@origom.com

CZECH REPUBLIC

Polní 224
CZ-50401 Nový Bydžov
T +420495 405 405
sealing.cz@datwyler.com

UKRAINE

2, Nemanykhina Str.
Malyn 11602
Zhytomyr Oblast
T +38 04133 32580
sealing.ua@datwyler.com

ASIA

INDIA

Plot No 5, Khandala SEZ (Phase I)
MIDC Kesurdi, Dist. Satara,
Maharashtra 412802
T +91 21 6239 8239
sealing.in@datwyler.com

CHINA

Dong An Road
Shuo Fang Park, New District
Wuxi, Jiangsu 214142
T +86 510 853 10500
sealing.cn@datwyler.com

Economic & Technology
Developing Zone
Ningguo, Anhui, P.C. 242300
T +86 563 2165800
sealing.cn@datwyler.com

SOUTH KOREA

26, Seongseoseoro 15 gil, Dalseo Gu
Daegu, 704833
T +82 53 589 3220
sealing.kr@datwyler.com

AMERICA

USA

9012 Pennsauken Highway
Pennsauken, NJ 08110
T +1 856 663 2202
sealing.us@datwyler.com

875 Center Drive
Vandalia, OH 45377
T +1 856 663 2202
sealing.us@datwyler.com

MEXICO

Ave Paseo de las Colinas 602
Parque Industrial y de Negocios
Las Colinas
36270 Silao, Guanajuato
T +52 472 103 5000
sealing.mx@datwyler.com



