

## How did we determine the DELABIE Group's core values?

In 2022, **DELABIE** began the task of identifying **the core values** of our Group and our stake-holders by assembling **a charter of values**, crafted with their help.

In 2023, the project came to fruition, following in-depth exchanges over a 4-day period with representatives from each of our Group's separate entities.

We are delighted to share the detailed results of this collaboration with you, which have been used by our steering group to create a **single and unique charter of values** representing our Group's commitments.



**DELABIE**

# The **DELABIE** Charter of Values

DELABIE is a French, **family-run** company, which has gained an **international** presence thanks to its **5 key tenets**:

## vision



- . Ambition
- . Success
- . Longevity

## team



- . Recognition
- . Proximity
- . Management that listens

## performance



- . Expertise
- . Engagement
- . Quality

## innovation



- . Constant improvement
- . Training
- . Research & Development

## green



- . Eco-design
- . Eco-responsibility
- . Sustainable development

Our ultimate goal: **client satisfaction.**

## 2nd CHARTER PROPOSAL: employee consultation results, group 2

### *THE DELABIE CHARTER OF VALUES*

- **A FAMILY-RUN GROUP:**

*With well-established financial stability, and leaders who value and work closely with their colleagues.*

- **RECOGNITION**

*Consistent recognition of experience and skills, through job mobility and internal promotions, always ready to listen to individual concerns.*

- **PERFORMANCE :**

*A wide scope of vision concerning evolutions in the marketplace, with the continual development of product ranges, and the expansion of overseas operations to reduce reliance on the French market.*

- **ECO - RESPONSIBILITY**

*Heightened understanding shown through socially responsible actions (the installation of solar panels, the reuse of grey water, sustainable packaging, etc.).*

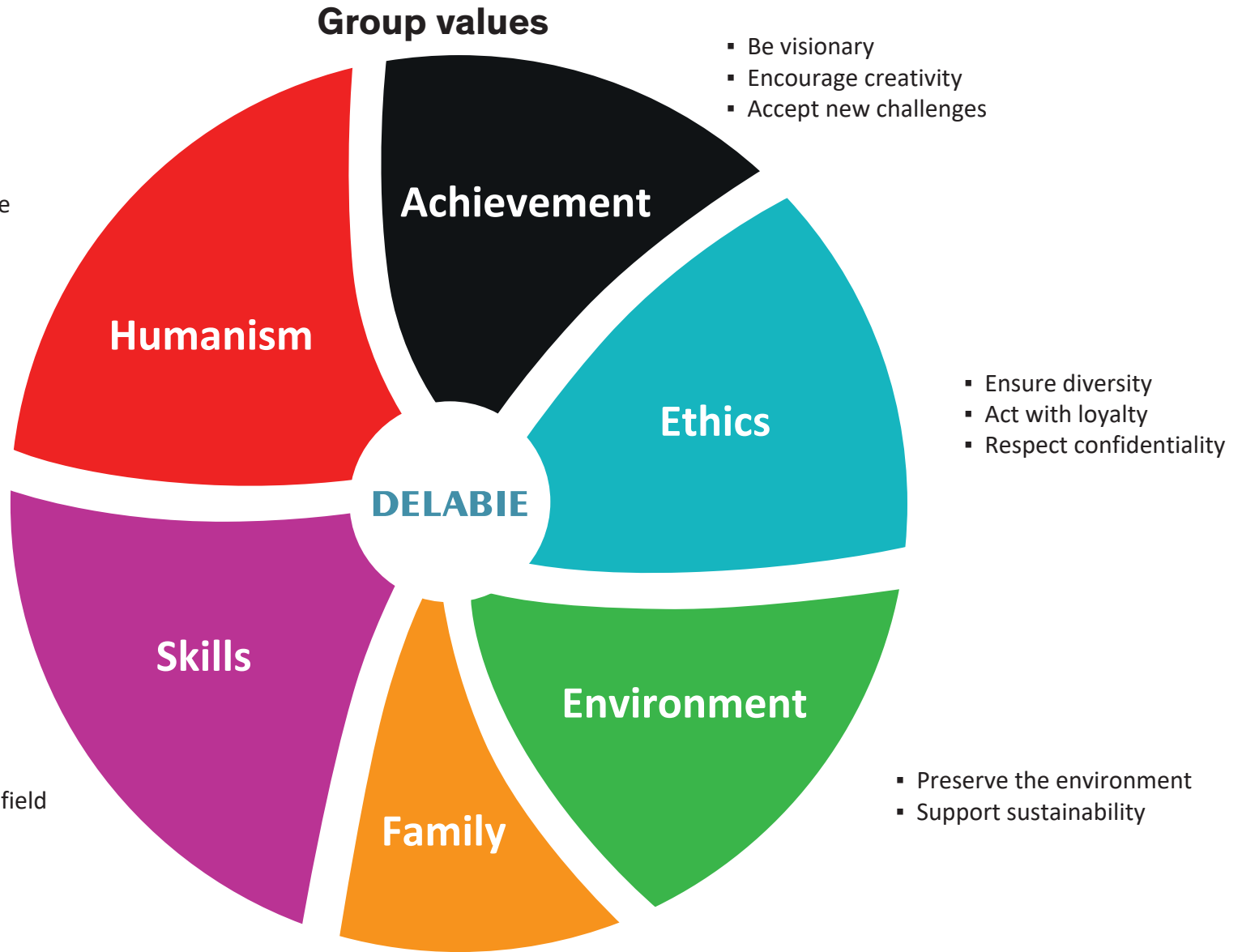
- **CLIENT SATISFACTION :**

*Respond to the client's needs. React promptly, honour commitments and ensure products are of the highest quality.*

# 3rd CHARTER PROPOSAL: employee consultation results, group 3

## DELABIE

- Treat all employees equally
- Improve well-being in the work-place
- Respect colleagues
- Encourage open discussion



- Become and remain experts in the field
- Demonstrate trust in associates and colleagues
- Share and transfer knowledge

# 4th CHARTER PROPOSAL: employee consultation results, group 4

## The DELABIE Charter of Values

### Commitment

At DELABIE, Commitment is serious stuff!

### Respect

At DELABIE, Respect is a matter of honour!



### Confidence

With DELABIE, Confidence is for everyone!



**DELABIE**

### Success

At DELABIE, the sky is the limit!



### Legacy

For DELABIE, taps are a family affair!

Delabie affords Respect, Trust, Equality and Well-being to each of its stake-holders

Delabie provides quality, communication, productivity and customer satisfaction.

# 5th CHARTER PROPOSAL: employee consultation results, group 5

## THE DELABIE CHARTER OF VALUES



### DELABIE is **FAMILY**:



A business with foresight, from generation to generation. Long term decisions are guided by the desire to hand down a healthy and evolving company.



### **EXPERTS** at DELABIE:

A business filled with passionate individuals who aim for excellence.

### DELABIE is **LISTENING**:



The company is dedicated to staff members and customers alike.



### **ONWARDS AND UPWARDS** with DELABIE:

The company continues to grow and has developed an international presence.

### DELABIE for **LIFE**:



The company is committed to preserving resources: water, raw materials and energy.





## 7th CHARTER PROPOSAL: employee consultation results, group 7

### ECO-RESPONSIBILITY

Every day, DELABIE  
strives to build a better world.

### CLIENT SATISFACTION

DELABIE strives to nurture  
the trust that our clients  
place in us.

### WELL-BEING

DELABIE ensures the  
well-being of all its  
employees through  
quality leadership.



**DELABIE**

### EXPERTISE

At DELABIE, expertise is crucial, for well-informed  
and ethically responsible decisions, when faced  
with specific challenges.

### VISION

At DELABIE, we pay close attention to technical  
innovations, in order to remain pioneers in the  
field, and to consistently provide  
new and unique solutions.



## 8th CHARTER PROPOSAL: employee consultation results, group 8

### ECO-RESPONSIBILITY

- We are aware of our responsibility for the environment and for the future
- We are well-equipped to continue the journey towards eco-responsibility
- Our products are designed for long-term use / to last

### VISION

- We have a clear vision for the future of the company communicated by leadership
- A vision based on our history, tradition, and the desire to keep the family business alive

### ENTHUSIASM

A family of charismatic and enthusiastic people who inspire and motivate

### EXPERTISE

- Innovation driven by our knowledge and skills
- Confidence to provide the best solutions: now and in the future

### RESPECT

Our actions impact the work environment and the market place / sector

Our teams are led by real role models and we are inspired by our colleagues and leaders