



We Elevate... Your Career

Discover our Employer Value Proposition.
Embrace it. Live it.

We Elevate



Schindler



Silvio Napoli,
Schindler Chairman
and CEO

Since 150 years, our people deliver innovative products and outstanding services, playing a key role in how cities develop, and improving the quality of urban living for current and future generations.

Developing unique vertical mobility solutions for our customers, every day we enable more than two billions passengers to move safely, efficiently, comfortably, and in a sustainable way.

Present all over the world, we thrive on our diverse backgrounds, bringing expertise, passion, and commitment to drive excellence for our customers, day after day.

Be it in the field, in our factories, or in our offices, we are one Schindler team, operating with integrity and with respect for each other. **We are Schindler.**



Dear All,

Over the last 150 years, our diverse talents across the globe have been the driving force behind our journey towards a more sustainable future. Their unwavering dedication has contributed to shape our success story, carrying forward our proud legacy that began in 1874.

In this context, I'm thrilled to share our Employer Value Proposition (EVP), a unique set of values and attributes that authentically define Schindler as an employer.

The EVP addresses crucial questions for both potential and current employees: "Why should I work at Schindler?" and "Why should I continue working here?" At a more basic level, it answers the million-dollar question – "What's in it for me?"

Our EVP – 'We Elevate... Your Career' – stands on three pillars: **Enhancing quality of life, Your growth path, and Together, we're Team Schindler.** These pillars encapsulate what sets us apart as an employer and influences our company's reputation.

Explore our EVP through this document and on our career website. Discover what makes us distinctive. Embrace it, truly live it at Schindler. We can't wait for you to join our team!

Hugo Martinho,
Schindler Group Chief HR Officer



Our purpose, our values, and our Employer Value Proposition

Why we exist

Our purpose

Enhancing the quality of life
in urban environments by providing
the best mobility solutions
across buildings.

What we believe in

Our values

Safety
Integrity and trust
Create value for the customer
Quality
Commitment to people development

What makes us different as an employer

Our Employer Value Proposition

We Elevate... Your Career

Enhancing quality of life
Your growth path
Together, we're Team Schindler

Our Employer Value Proposition We Elevate... Your Career

Grow a thriving career and build sustainable mobility
solutions that enhance the quality of urban living.



Enhancing quality of life

Our elevators, escalators, and
moving walks move more than
2 billion of us safely up and down
buildings and across transportation
hubs, every day.

With passion and precision,
we develop innovative solutions
that make places more accessible,
inclusive, and sustainable. Your
contribution will keep the world
moving and enhance the quality
of life for different communities.



Your growth path

We're all about helping you grow
and thrive, giving you the support
to develop your skills and enable
you to be at your best for our
customers, every day.

We open doors for you to explore
diverse career paths across functions
and organizational levels, whether
it's within your country or beyond
borders. This means access to fresh
and rewarding opportunities for
a fulfilling career journey.

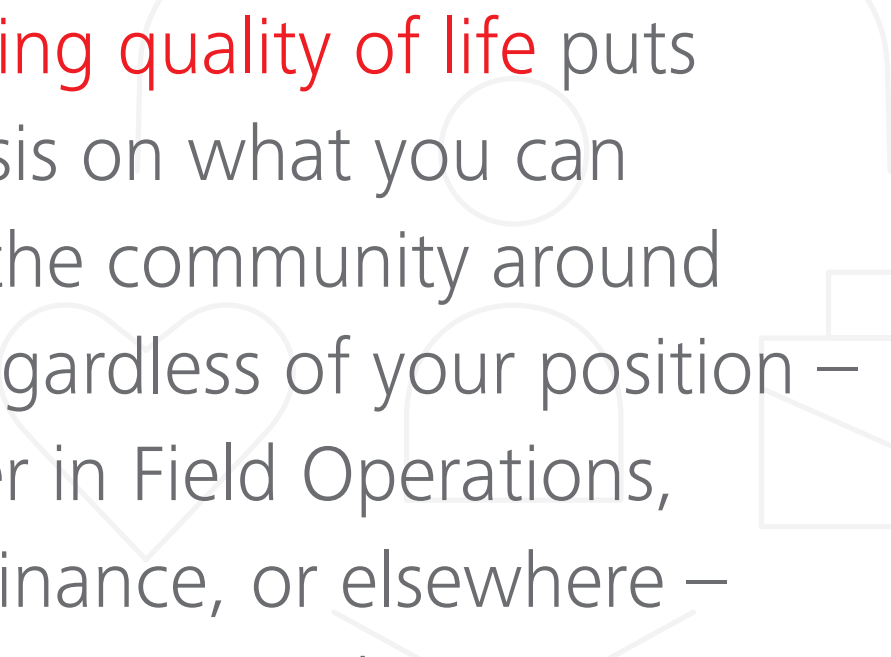


Together, we're Team Schindler

Our core values are the foundation
of how we collaborate and lead at
Schindler, and respect and care are
our guiding principles. When you join
us, you're not just part of our success
story; you're shaping the future and
carrying forward our proud legacy
that started back in 1874.

Together, we embrace diverse per-
spectives and ensure that everyone
feels valued and empowered to share
ideas. This enables us to keep pushing
boundaries and reaching new heights.
Together, we're Team Schindler.





Enhancing quality of life puts emphasis on what you can do for the community around you. Regardless of your position – whether in Field Operations, Sales, Finance, or elsewhere – your unique contributions play a vital role in enhancing the quality of life for many, delivering on our commitment to safety and quality, sustainability and innovation.







Pooja Aggarwal
Schindler New Zealand
Managing Director

Our elevators, escalators, and moving walks symbolize our dedication to creating accessible and sustainable environments for our communities. To raise the bar for safety, innovation and quality, we constantly look for the talents who are eager to live this mission everyday!




Enhancing quality of life in action

Your contribution to enhancing the quality of life of different communities around you.




Safety and Quality

-  Schindler product safety concept and preventive maintenance
-  Behavior-based safety training
-  Safety performance measurement
-  Swiss engineering quality and product reliability

Sustainability

-  Crucial role in enhancing mobility for everyone, especially for the silver society and people with disabilities
-  Net Zero Commitment by 2040
-  100% of our production sites' electricity was sourced from renewable energy

Innovation

-  Remote monitoring of elevators and escalators
-  Connectivity through digitalization
-  CleanMobility Solutions



Explore our careers website and the latest Corporate Responsibility report to learn more about our initiatives.





At the heart of
Enhancing quality of life

“We play a crucial role in enhancing mobility for everyone, with a special focus on enhancing accessibility for the elderly and people with disabilities.”

“At Schindler, we go the extra mile to protect technicians and our users and clients. Safety is our number one priority.”

“In our location, the customer chooses Schindler as synonym of safety and Swiss quality.”

“I see the company’s commitment to the environment, including innovations in saving energy, greener products, sustainable development.”

“Schindler PORT, our Transit Management system, is a great example of innovation at Schindler I feel proud of.”



Your growth path highlights what you can achieve at Schindler for both your personal and professional development. Whether you aspire to enhance your technical skills, or grow into managerial positions, we have plenty of development opportunities to boost your growth.



Christine Hary
Head of Global Talent
Attraction & Talent Growth

We actively encourage our employees to never stop learning and to craft their own career path, aligning with their aspirations. This approach helps shaping our vibrant employee culture which can be felt from our HQ in Switzerland to our Field operations around the world.

Your growth path in action

Professional development

- Technical training
- Schindler vocational training programs
- Job rotations
- Performance & Development Dialog

Leadership growth

- Business and Leadership training
- Mentoring & Coaching
- Training programs promoting female leadership development
- Leadership Effectiveness survey

Career development

- Schindler Talent Programs
- Short-term and Long-term international assignment
- Talent Reviews and Succession Planning
- Internal Job Market
- Local rewards and recognition programs



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Voices that shape us

At the heart of Your growth path

"Working at Atlas Schindler in Brazil for forty years, I managed to build my house and I'm very grateful for that."

"I have been with Schindler for five years and have been able to change departments three times. Because of good performance, I get a lot of opportunities."

"Leaders encourage employees to learn through further academic qualification."

"The available talent programs (Schindler Career Development Program and Global Function Talent Program) are a great example of Schindler's commitment to People Development."

"I had the chance to change role when the opportunity was posted internally."



Together, we're Team Schindler emphasizes the collective impact you can create alongside over 70,000 colleagues worldwide, embracing our team culture anchored in our core values, respect, and care. Harnessing the unique strengths of our teams not only brings diverse perspectives and ideas but also propels innovation to new heights.








Eric Howard Way
Head of Global Inclusion
& Diversity






We're proud to make our commitment to Inclusion & Diversity one of the key ingredients of our value proposition to employees and prospective candidates. It's another important testimony in fostering a culture where every voice is heard, valued, and empowered to thrive.

Together, we're Team Schindler in action

Basis for our ways of working together

-  Our Values
-  Respect
-  Collaboration
-  Care of each other
-  Regular employee listening activities

Our commitment to Inclusion & Diversity

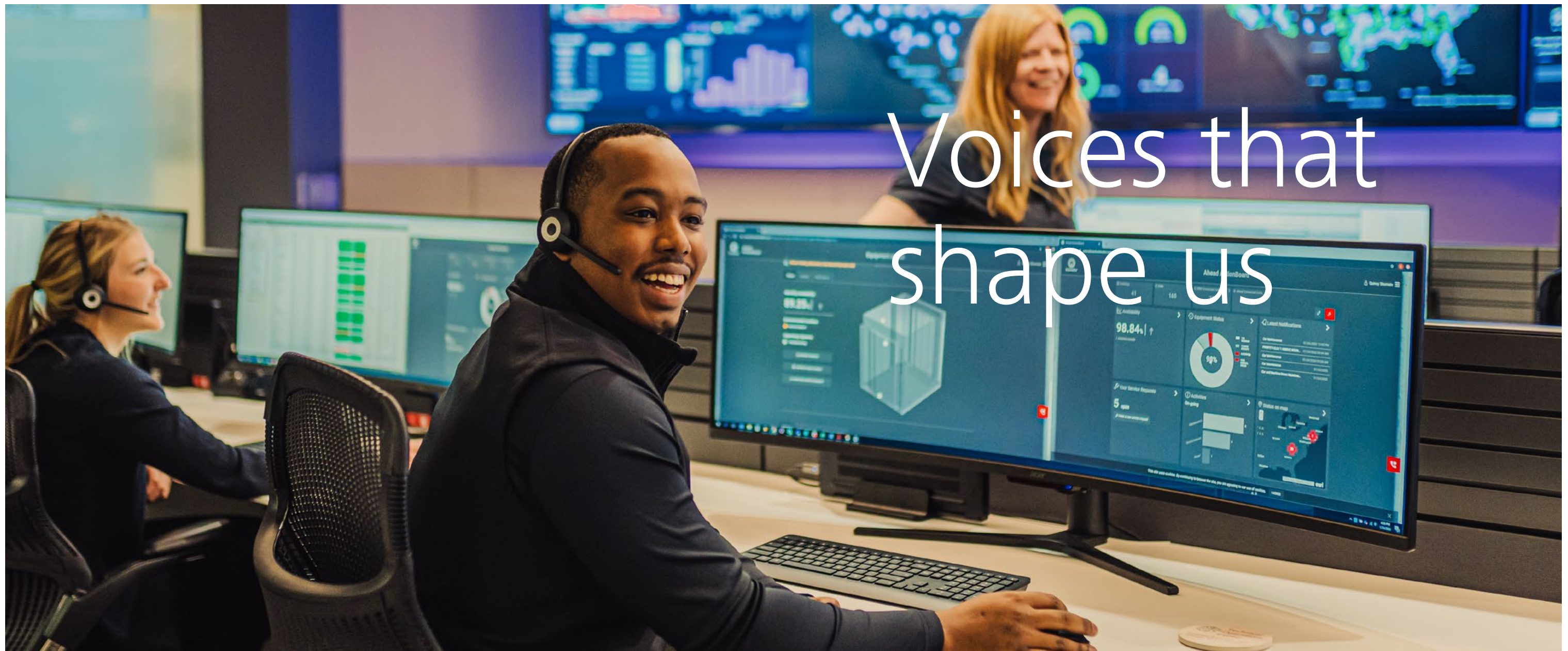
-  Diverse team of 70,000 employees of 130+ nationalities
-  Inclusion & Diversity Commitment
-  30% executive positions held by women by 2030
-  Inclusive Leadership Training and Diverse Talent Development programs
-  Local initiatives to support work-life balance

External recognitions:



Explore our careers website and the latest Corporate Responsibility report to learn more about our initiatives.





Voices that
shape us

At the heart of Together, we're Team Schindler

"‘Schindler family’ is a term that I hear a lot when walking through the office."

"We have morning production meetings. We proactively raise potential or practical problems, and we try to solve them together."

"Mine is a multicultural team and the different perspectives each of us bring are full of value."

"I have three children and the company offered me a managerial position that I asked to cover part-time. Schindler showed respect and I don't see prejudice."

"Schindler is a very friendly work environment for newcomers, all colleagues and managers are ready to help."



We Elevate... Your Career

Join our team!

Visit our career website and follow us on social media.

