



# We Elevate... Your Career

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

**We Elevate**



**Schindler**



Paolo Compagna,  
CEO

**For 150 years**, our people have delivered 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 billion 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.**



# 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  
Sustainability

## What makes us distinctive 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 perspectives 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.




# Enhancing quality of life in action

Your contribution to enhancing the quality of life in 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.



# Voices that shape us

## 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 for 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 opportunities to boost your growth.

# 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 assignments
-  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.

# 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:





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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.

