



# EMPLOYEE VALUE PROPOSITION

# Our DNA

## Who are we?

At Stricker, we reinvent the way brands communicate with their clients, increasing their awareness and visibility. With an all-in-one approach for Promotional Gifts, we are committed to an innovative approach to the market.

Stricker is one of the biggest European stock keepers of Promotional Products and the market leader in Brazil. We provide a fast and excellent service, supported by our amazing teams.

We are an international company with 30 subsidiaries around the world and 3 industrial units composed by logistics centres and printing facilities.

## Stricker in numbers



Around **900** employees



+ **15 000** clients



+ **97M€** of turnover

## #StrickerTeam around the world

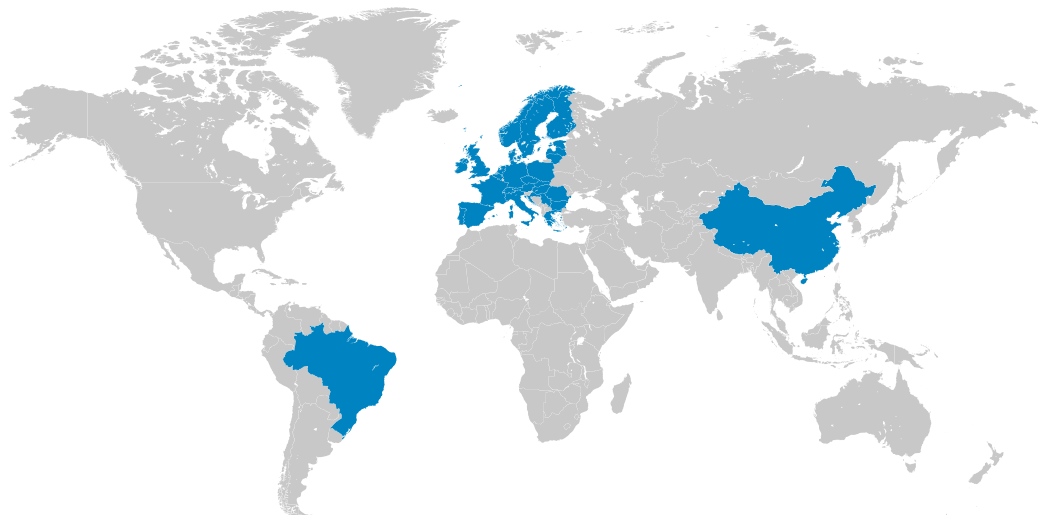
Portugal  
**381**

Brazil  
**213**

Czechia  
**246**

China  
**25**

Rest of Europe  
**34**



## Our departments

- Finance
- Production & Logistics
- Development & Integrated Solutions
- Product
- IT
- Sales
- BI
- Corporate Purchasing
- Inbound Logistics
- Marketing
- People
- Sustainability & Compliance

## Aiming for a sustainable future

- We are already en route to help build a better and greener world with a more **sustainable collection**;
- We implemented a **Quality Management System** for our products;
- We encourage a culture of **Quality, Safety and Health** at work;
- We implement **volunteering actions** together with the local community.



# Stricker Team

## What drives us?

We are **resilient** and enjoy working at a challenging pace. We **easily adapt to change** without losing the **passion** for what we do.

## Stricker Spirit

- We are an **innovative, ambitious, dynamic**, and **young** company;
- We value an **informal workplace** environment;
- We seek opportunities for **evolution** and **growth**;
- We work in a **multicultural** environment full of **opportunities for sharing**.





# Shine Bright

## How do we help you succeed?

### We create the right conditions for you to shine:

- Sense of **belonging**;
- **Celebrating Special Dates** such as Pink Month, Pride Month and Tree Day;
- Organizing **Stricker Challenges**, such as Cultural Quizzes or Photo Contests;
- Promoting **Stricker Talks**, on the most diverse themes;
- With the publication of **S+**, a biannual internal magazine;
- Boosting innovative ideas that you want to implement, with **Stricker Your Mind**;
- Highlighting our employees through the **Stricker Awards**;
- Sharing a sneak peek of our everyday life at Stricker via the **Ambassadors Club**, Instagram [@lifeatstricker](#) and even the Podcast “**O Resto é Conversa**”.



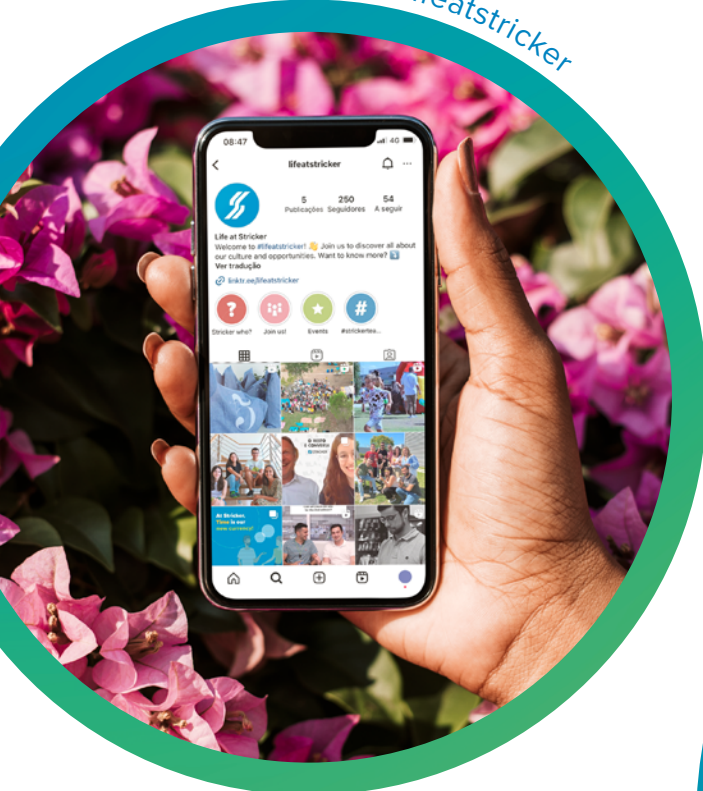


Stricker Talk

Podcast O Resto é Conversa



Instagram @lifeatstricker



S+ Magazine



## We know there is a You beyond Stricker:

- **Coverflex:** flexible platform for the management of fringe benefits, which facilitates access to extrasalary components, such as benefits, meal allowance and various discounts;
- **Stricker Club:** provides access to benefits and discounts from more than 60 entities;
- **Sharing Week:** to develop your skills by exchanging knowledge between our talented employees;
- **Stricker Time Force:** a system for the exchange of tasks, promoting cooperation between various employees through the supply and demand of services;
- **Stricker Care:** with support focused on the well-being, health and quality of each employee;
- **Fresh fruit:** for everyone, daily and free of charge.

Stricker Care



Coverflex



Sharing Week





## Family Programs:

- **Great Minds:** recognize the employees' children with the best school results, from Primary School to Higher Education;
- **Newborn Kit:** to celebrate with all the recent mothers and fathers;
- **Student Kit:** for all employees' children who are in school, providing them with new and useful materials for the beginning of the school year;
- **Family Day:** to introduce our employees' families to Stricker.

Family Day



Student Kit



Newborn Kit





### **We help you reach your full potential:**

- **Career Path, Feedback & Performance:** we invest in a **career model** shaped to the reality of each department and functional area;
- **Training:** we apply a consolidated 4-step **training process** – diagnosis, planning & conception, development, and evaluation;
- **Special programs for talents:** we **monitor the careers** of the most talented employees through coaching and/or mentoring with **Rising Star**, **Follow-up & Coffee** and **Talent Catcher**;
- **Networking:** we offer employees the possibility of spending a **day in a different department** through **Stricker Link**.
- **Stricker Academy:** we invest in young talent and their development and growth within our Organisation;
- **Leadership Academy:** we help leaders grow through behavioural advice, mentoring and coaching;
- **RVCC:** we support our employees in finishing their academic path.





[stricker-europe.com](https://stricker-europe.com)

