

WORKING AT SWISSLOG



swisslog

SWISSLOG FACTS

A Global Logistics Player

Swisslog's history dates back to Sprecher & Schuh AG, founded in 1898 in Aarau, Switzerland. Since then, Swisslog has evolved from its former status as a supplier of automation systems to a leading partner for consulting services and the implementation of integrated logistics solutions.

Our comprehensive portfolio ranges from planning and building complex warehouses and distribution centers, including the implementation of Swisslog's own software, to in-house logistics solutions for hospitals and pharmacies. Customers in more than 50 countries around the world rely on our decades of experience. The group's parent company, Swisslog Holding AG, is listed on the SWX Swiss Exchange.



Solutions for Leading Brands

Swisslog has its logistics offerings in two separate divisions. Our Warehouse & Distribution Solutions (WDS) division supplies industry-specific solutions for automated and manual warehouse and distribution centers. The division services its customers from conception of a project, through project implementation, and on to operational support including the day-to-day operation of warehouses and distribution centers. The WDS services portfolio ranges from simple solutions for warehouse management to highly complex and fully automated logistics systems.

As a general contractor and specialist in the field of software solutions, the division has been expanding its global

market position through the sale and implementation of a broad spectrum of solutions.

The division has developed a strong suite of software products that is unique in the market, and also manufactures first-rate hardware equipment like stacker cranes and conveyors.

The core markets are the wholesale and retail trades, the food, beverage, and consumer goods sector, and the pharmaceuticals industry. Clients include leading brands like Wal-Mart and Target in the USA, dm-drogerie markt and B. Braun Melsungen in Germany, Coca-Cola Amatil and Foster's in Australia, and Quinn Radiators in the UK, to name but a few.

Strong Base in Healthcare Sector

The Healthcare Solutions division is a leading supplier of automation solutions designed to increase efficiency, reduce operating costs and improve quality in patient care. It offers first-class solutions for automating logistics in hospitals, primarily in the areas of material transport and medication. Swisslog is one of the world's leading providers of pneumatic tube system solutions and has a particularly strong client base in the US healthcare sector.

Other systems belonging to the Automated Material Transport Systems (AMTS) product group include automated guided vehicles and electric track vehicles. These are used for delivering consumer goods, medications or samples to and from the patient stations. The Automated Drug Management Systems (ADMS) focus on automating the medication processes to increase efficiency and safety in preparing and distributing medicines. The division's material transport systems are also demanded in other industries like automotive, libraries and administration as well as for cash handling applications.



COCA-COLA AMATIL, AUSTRALIA

"The success of our automated warehouse near Melbourne has led us to commission Swisslog to build two more warehouses in Auckland and Sydney."

Bruce Herbert, Director of Operations and Logistics, CCA

OUR CORE VALUES

COMPETENCE

We pursue excellence in everything we do. Based on the unique skills of our staff we continuously improve and innovate our services and solutions driven by customer needs. We therefore want to provide an attractive platform for individual and organizational learning.

COLLABORATION

We act with integrity, loyalty, trust, and mutual respect. We work as a team beyond organizational and geographic boundaries to achieve superior results.

"I consider our Core Values as both a right and an obligation for everybody at Swisslog: we shall expect others to behave in line with the stated values while having the obligation to live up to our Core Values in any interaction with colleagues and customers."

Philipp Uschatz, Head of Corporate HR

COMMITMENT

We fulfill our commitments to our customers, our partners, shareholders, and each other. We take personal responsibility for our actions.

CLARITY

We have a focused strategy towards our common goals. We are transparent, open, and clear in our expectations, responsibilities, and communication.

HR VISION & MISSION



"Our HR Vision is to be known as an inspiring workplace which attracts and retains outstanding talents. We want to give each employee the opportunity to contribute successfully to organizational performance by fostering Competence, Motivation and Empowerment."

Philipp Uschatz, Head of Corporate HR

HR MISSION

SWISSLOG HUMAN RESOURCES WILL REALIZE THE VISION BY:

- > supporting training & development activities and promoting the creation of great job challenges and career opportunities
- > coaching our leaders to ensure they have the values and skills needed to both drive the business and empower their employees
- > supporting a performance-driven culture which is in line with our core values, based on commitment and job satisfaction
- > having the courage to challenge existing structures and set-ups
- > further developing an efficient and effective organization.

WORKING AT SWISSLOG

Whether you are an experienced professional or fresh out of school, you'll find a career at Swisslog challenging and inspiring. Swisslog provides you with the unique advantage of working in an organization that offers a complete portfolio of logistics solutions.



We consider our employees as partners to our success. At Swisslog, we understand value on all levels, and that begins with the value of our employees. We couldn't do what we do without them. This approach has helped us get where we are today, and we rely on it to get us to where we want to be tomorrow.

We are looking for talented, motivated and innovative team players – people who want to enjoy an engaging work experience in one of our many locations around the globe; people who wish to fully realize their innovative potential.

**WHAT ARE YOU WAITING FOR?
APPLY TODAY.**

<http://jobs.swisslog.com>

"We all are confronted with leadership every day, either by leading others at Swisslog or in our private lives. I know that leadership may sometimes be challenging. That's why we support managers in their leadership roles while encouraging all employees to take on responsibility at their own level."

Remo Brunschwiler, CEO

EMPLOYEE DEVELOPMENT

Energizing People

Competitiveness through corporate learning on all levels

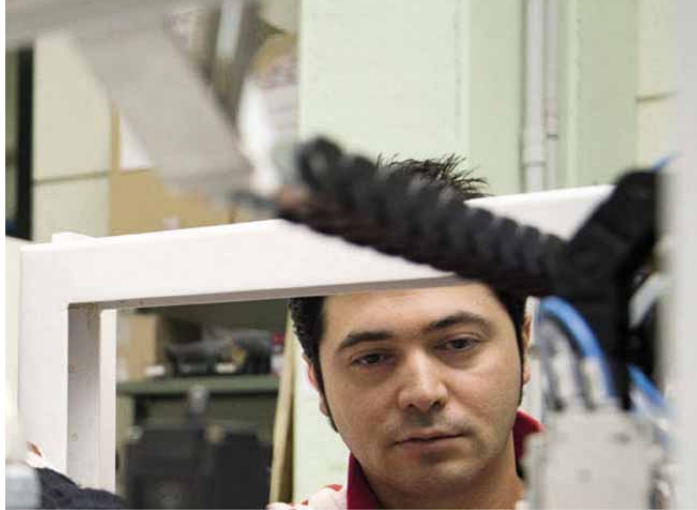
Swisslog is a knowledge-based company. The technology and applications know-how of our talented employees is our key asset. Our growth and profitability are directly linked to our ability to work seamlessly together as a single team.

At Swisslog we provide a continuous learning environment. Working at Swisslog offers you the opportunity to constantly improve and adapt your skills and knowledge. Talent as well as performance improvement receive top management attention.

Performance Management Process

At Swisslog, Performance Management is anchored in our leadership culture. It is the key to improving skills in managing people, to developing the understanding for performance transparency and to clarifying expectations from our employees. The Performance Management process is perceived as adding value to Swisslog on both an individual and organizational level.





Global Opportunities

Across the world

Our international network and scale gives Swisslog a unique competitive advantage. To make best use of our specialized knowledge and experience, we cooperate and share across borders, units and functions. Working at Swisslog provides you with the opportunity to perform in truly global teams. And if you are interested in working in a foreign country, then we have plenty of opportunities.

Leadership Development Program (LDP)

Leadership competence is critical for our success

Swisslog Management considers leadership competence as crucial to the company's long-term success. Three different programs, customized to the requirements of each level, address members of top management, middle management and lower management, respectively. They focus on:

- > leadership for competitiveness
- > leadership for strategy implementation
- > leadership for operational excellence.



WHY SWISSLOG?



Name: David Lenn
Function: Logistics Consultant
Division: Warehouse & Distribution Solutions
Country: 2005-2007 in Australia, since 2007 in Switzerland
At Swisslog: since 2005

"Swisslog has continued to encourage my personal and career development by providing various training and educational opportunities. In 2008 I was selected to participate in the Leadership Development Program that aims to increase leadership expertise within the company.

Whilst it is difficult to know what challenges one will encounter in the future, I am confident that Swisslog will continue to provide personal development opportunities in the years to come. It is for this reason that I recommend Swisslog as an employer – this is a great opportunity to perform and grow with Swisslog."

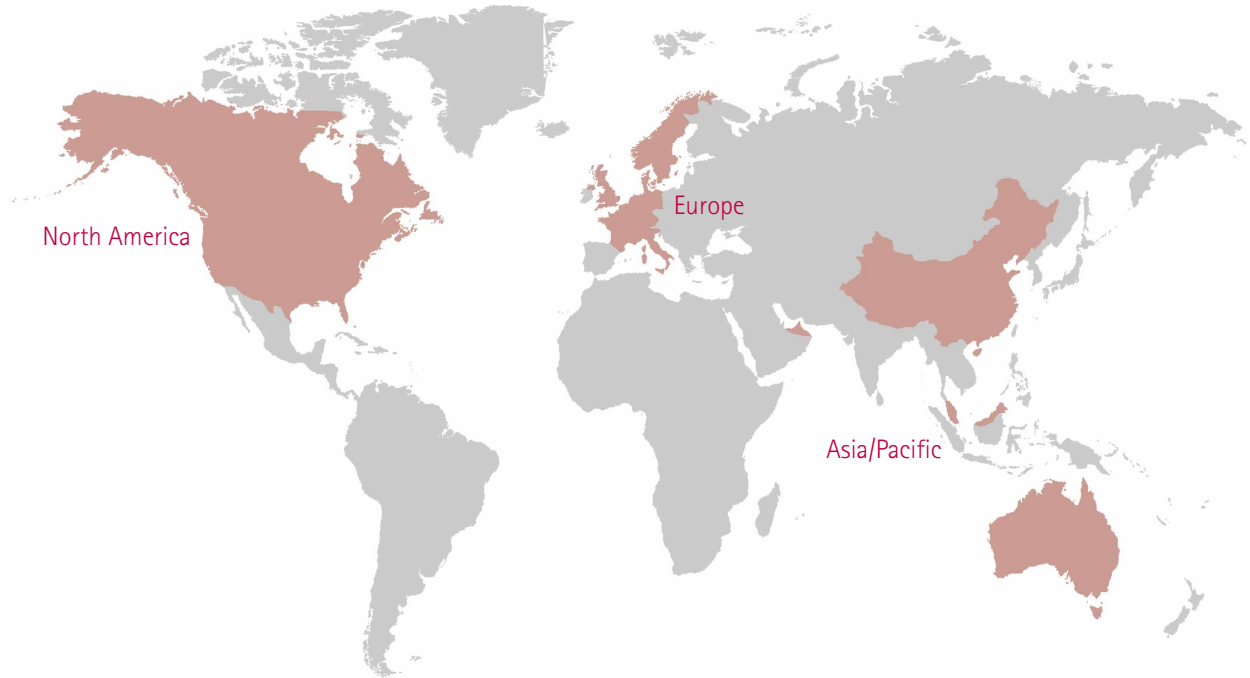
"During my eight-and-half-year career with Swisslog, I have been promoted twice, and it has proven to me that Swisslog has excellent growth opportunities within the organization. Management has opened my eyes about furthering my professional career by continuing education which will enable me to get ahead within Swisslog.

I feel empowered and have a confident attitude about my personal competencies and capabilities. Swisslog has made me a part of its family, and I encourage you to become part of the family, too."



Name: Cori Love
Function: Contract Administrator
Division: Healthcare Solutions
Country: since 2001 in America
At Swisslog: since 2001

YOU FIND US ALL OVER THE GLOBE



Locations Europe

Belgium
Denmark
France
Germany
Great Britain
Italy
Luxemburg
Netherlands
Norway
Sweden
Switzerland

Locations North America

Canada
USA

Locations Asia/Pacific

Australia
Malaysia
PR China
Singapore
United Arab Emirates



"Swisslog is looking for talented and motivated people who want to make a difference to our global customer base. By joining a leading supplier of integrated logistics solutions committed to innovation and excellence, you will get the opportunity to face up to a challenging environment that rewards performance."

Remo Brunswiler, CEO Swisslog

OUR SOLUTIONS DELIVER RESULTS.
OUR EMPLOYEES DELIVER SOLUTIONS.

swisslog