



# Culture Book



Meet your expectations  
**Meet Schibsted**

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LET'S EXPLORE OUR VALUES

**Culture defines how we  
work, have fun and support  
each other in STP**

LET'S EXPLORE OUR CULTURE



**Many companies**  
**One culture**



**Cześć!**

**Hei!**

**Hallå!**

**Schibsted**

**We  
are**



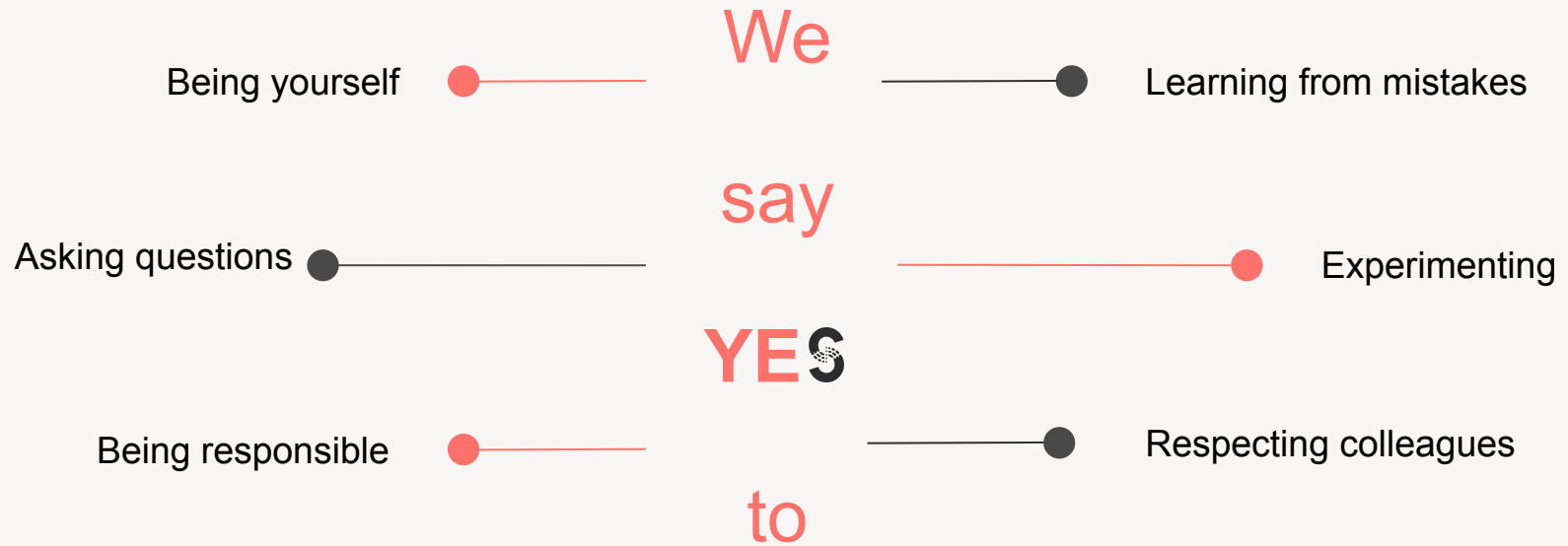
EMBRACING  
THE

DIFFERENCE



**open  
minded**





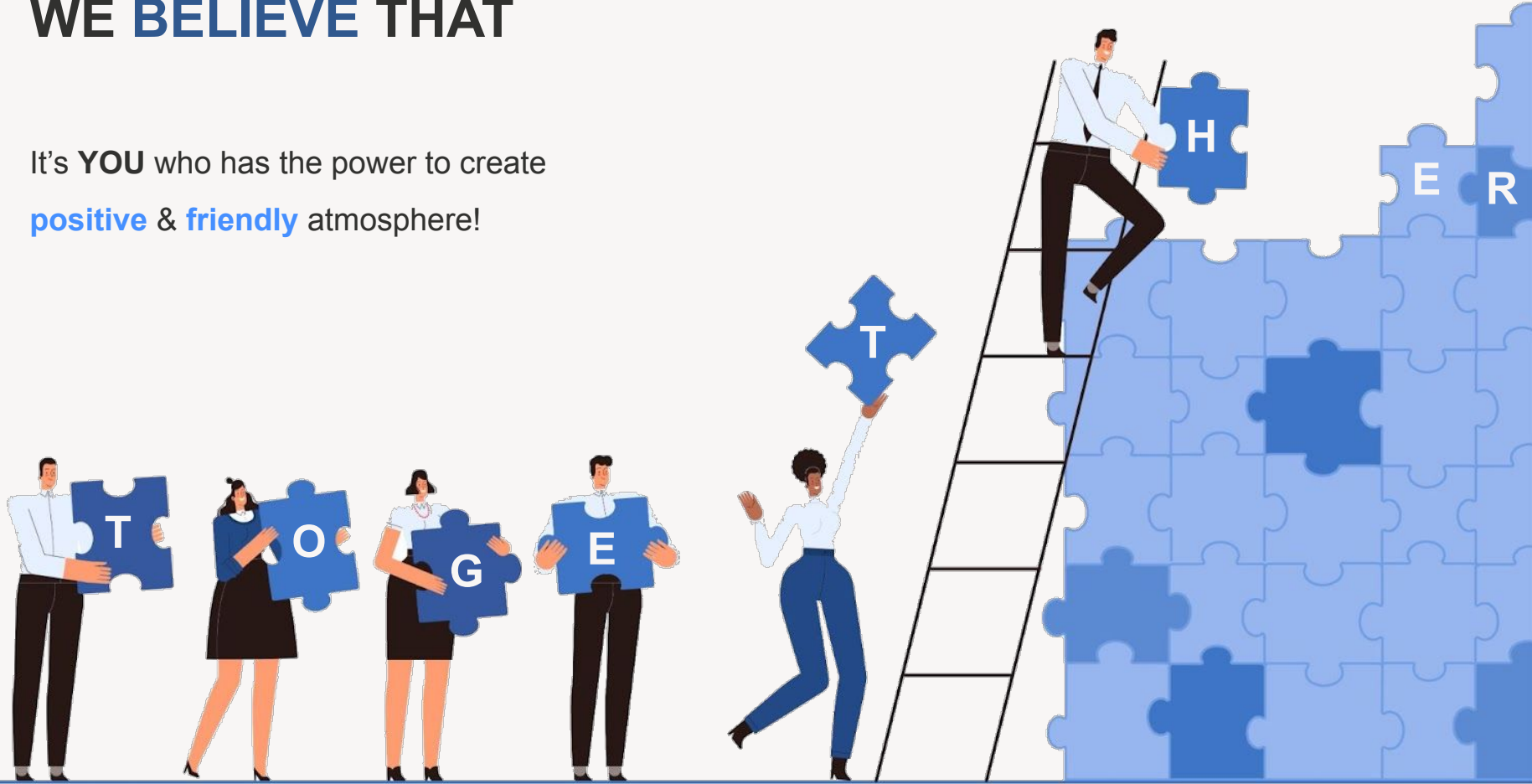
**We test, we fail and we learn together!**

**Schibsted**



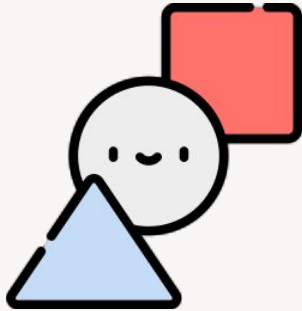
# WE BELIEVE THAT

It's **YOU** who has the power to create  
**positive** & **friendly** atmosphere!



WE ARE **READY** TO BE **DIFFERENT**

**Diversity** → **Creativity**



WE ARE **READY** TO BE **OURSELVES**



| We have **0** tolerance policy for



HARASSMENT



BULLYING



MOBBING



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If you observe or experience any of these behaviours, **contact**  
HR or your manager **immediately**.



# Scandinavian work style is our style

You can be serious without a suit

Focus on **relationships**  
and **users** - all else will follow



## Our leadership principles

No matter if you are manager or specialist



PEOPLE DRIVEN



AGILE



COLLABORATIVE



ENTREPRENEURIAL

# Share knowledge & develop yourself

S



**Let's share IT!**

Within the team

Across teams

For the whole company

During  
the external events

# Feedback is a gift



Given in a clear and constructive way



Beneficial for both



It helps us grow

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# Engagement is a key

We are self-driven and responsible  
for our work



# Growth

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We believe self-improvement is very important. That's why we have:

01

Tech jump



02

Training budget



03

Tech talks



04

In-house trainings



05

Language classes



06

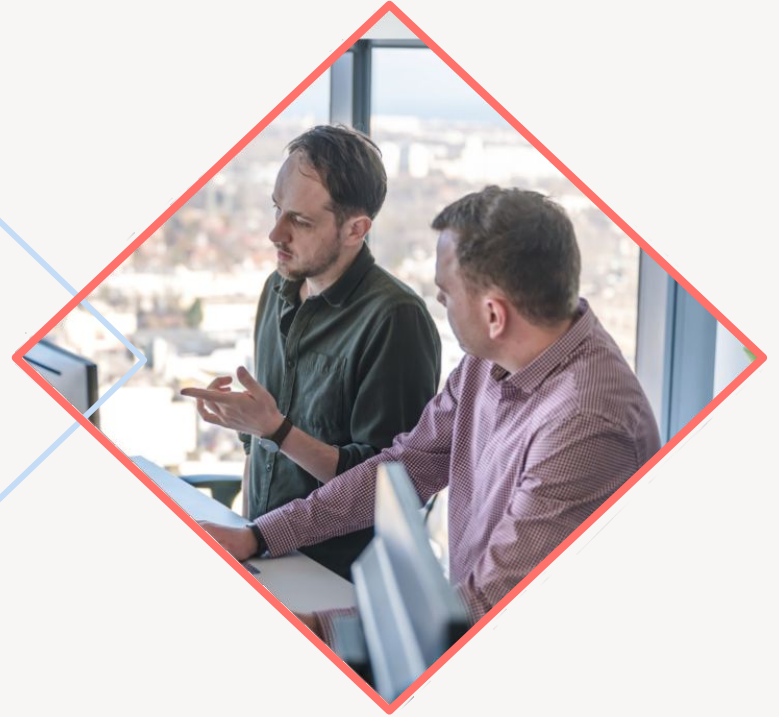
5 days of training  
leave





# **WHENEVER YOU NEED THE HELPING HAND**

You can always turn to  
your colleagues,  
manager or HR





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# 100% quality

We always  
**GIVE OUR BEST**  
and  
**TRUST EACH OTHER**



WE HAVE FUN  
TOGETHER



AFTERWORK  
INITIATIVES



X-MAS PARTIES

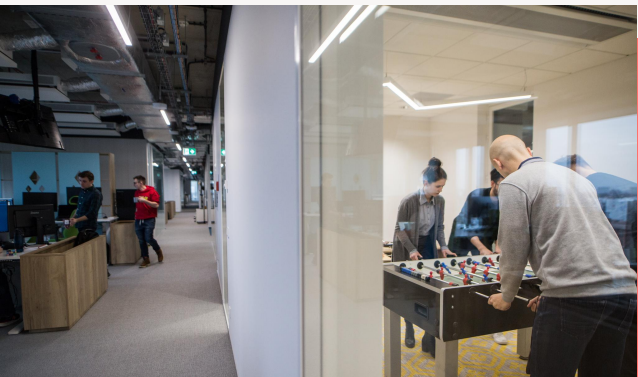


SPRING EVENTS



ONLINE EVENTS  
& PARTIES





**We  
also  
have  
fun  
at the  
office**



## Work–life balance starter pack



**Flexible working  
hours**



**4 extra days off**



**Hybrid way of work**

# **We are family friendly company**

Additional parental leave

St. Nicholas Day

Children's Day

Activities and courses for kids





# We care about our health

FITNETIZR



HEALTH  
WEEK



POLAND  
BUSINESS  
RUN



KILOMATTERS



STEP  
CHALLENGE



SPORTIFY



BIKE  
CHECKS





Psychological help



Mental health webinars

# Breathe

*is the initiative that cares for our mental health.*



Physical activities that help you  
control your mind

It matters how you feel.  
**Really.**



# We care about the planet



Pro-eco activities

Encouraging to commute by  
bike or electric scooter

Gardening workshop



Promoting second-hand  
purchases



Saying goodbye to single  
use plastics at the offices



That's Schibsted

# Charity work

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Hakersi foundation



Christmas Charity  
Auction

KUDOS

5 Kudosos  
=  
Donate to charity



Supporting blood  
donation



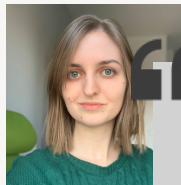
# Kudos is about saying **THANK YOU**

You can do it through our dedicated  
platform so remember to praise your  
colleagues!



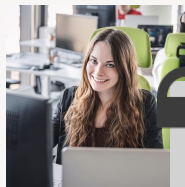
Filip Szczucki → **Joanna Leszczyńska**

*You did great arranging for our newcomers and interns to have a good kick-off when so many things to be restarted!*



Sławomir Chrobak → **Magdalena Piłat**

*For being great UX designer, programmer and person at the same time :)  
Keep up the good work!*



Paweł Karczewski → **Michalina Kaniewska**

*Kudos for organising the integration for our team!*

# COMMUNITY



**Thank you**  
for being a part of our culture

