Working at Fellowes Brands™

FOUR GENERATIONS OF LEADERSHIP

Into its fourth generation of entrepreneurial family leadership, Fellowes blends its proud heritage with a warm embrace to change, continuous improvement, and innovative solutions.

WE ARE THE FELLOWES FAMILY.

WE BELIEVE THE WORKPLACE SHOULD BE THE OPTIMAL ENVIRONMENT FOR A **PERSONAL PURSUIT OF MEANINGFUL WORK.** WE KNOW THAT PERSONAL **IDENTITIES AND LEGACIES** ARE CREATED IN THE WORKPLACE, AND WE DESIGN FOR ENVIRONMENTS THAT ASSIST IN TURNING **PASSIONS INTO PURPOSE**. WE HONOR CONTRIBUTIONS OF INDIVIDUALS BY

ENABLING ORGANIZATION, PRODUCTIVITY AND WELLNESS

THROUGH PROACTIVE INNOVATION, SO THEY CAN

FOCUS ON WHAT MATTERS MOST.

WE ARE BONDED **BY A CENTURY-LONG COMMITMENT** TO CREATING WORKSPACE SOLUTIONS THAT COMMUNICATE **CARE AND RESPECT,** AND WE BELIEVE THAT WITH THE RIGHT TOOLS, EVERYONE HAS THE ABILITY TO FULLY HARNESS THEIR **POTENTIAL.**

WHEREVER WORK CAN BE DONE, WE WILL BE THERE TO FOSTER PERSONAL SUCCESS, HELPING OUR CUSTOMERS BE THE BEST THEY CAN BE.

WE ARE FELLOWES, AND WE ARE HERE TO HELP INDIVIDUALS MAKE AN IMPACT EVERY DAY.

OUR HISTORY

For 100 years Fellowes has been delivering an expanding range of innovative products to support the evolving world around us. Building on the principle of creating meaningful and distinctive value to our customers and end-users, our inspiration comes from those we serve and is enabled through our unique capabilities.

OUR BRANDS

We serve consumers' needs and desires, which are constantly changing. Fellowes capabilities are designed to deliver market solutions which offer relevant and progressive value through each of its brands, every day. A healthy balance between corporate synergies and informed market strategies enable growth in existing categories, and new frontiers.

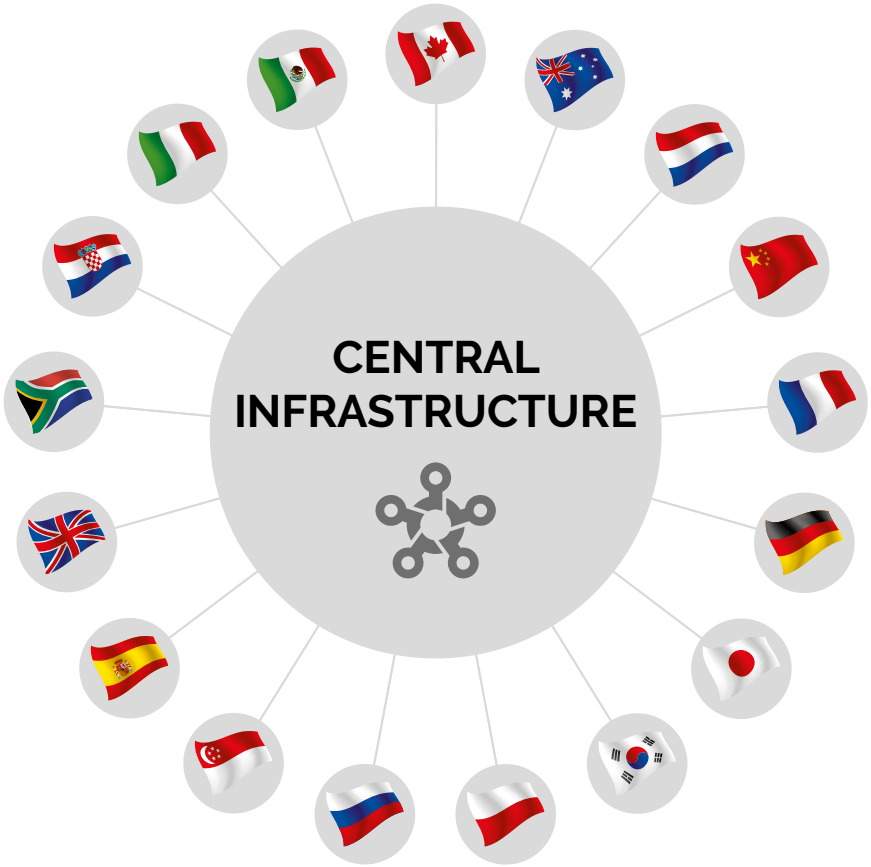
AERAMAX AIR PURIFIERS

Fellowes

BANKERS BOX

OUR GLOBAL REACH

We interpret regional markets, establish critical business relationships and effectively drive our brands. Our commitment to global market leadership is underpinned by a determination to embrace each local market.



OUR CORE VALUES

It's the people who make the difference. Our four-generation family business built on our founding values and principles deliver best-in-class quality products with a growing Fellowes family of employees.

Initiative

Our people are encouraged to seize opportunities to improve performance and value in the marketplace.

Teamwork

Joined through mutual respect, trust and support, we count on each other as we work together to achieve the company's purpose.

Integrity

We nurture a culture that delivers on promises, does what is right and is honest with itself.

Passion

We are driven to win and determined to be the best in what matters most to those we serve.

OUR CULTURE & CAPABILITIES

Advancing Fellowes

Nurturing a Values-Based Culture

Purposeful Development

Advancing Our Abilities

Value Creation

Providing Value to Those Around Us

ENSURING EXCELLENCE & EFFICIENCIES

Lean Operations

Structured Continuous Improvement

Smart Structures

Teamwork That Makes a Difference

Strategic Vendor Partnerships

Tiered Supplier Management

Global Simplification

One Company with a Unique Local Identity

CORE PRODUCT STRATEGIES

The Foundational Products of Our Business

Category Domination

Unrelenting Commitment to Increased Leadership

Partner Preference

Relationships That Matter

Complementary Acquisitions

Expanding Scale in Consolidating Markets

EXPANSIVE PRODUCT STRATEGIES

New Innovations for a Changing Workplace

Scalable Successes

Controlled Validation of Newer Opportunities

Revitalizing Fellowes' Solutions

Innovation That Increases Our Relevance

Aggregating Acquisitions

Accelerating Category Credibility & Scale

THE GIVE PROGRAM

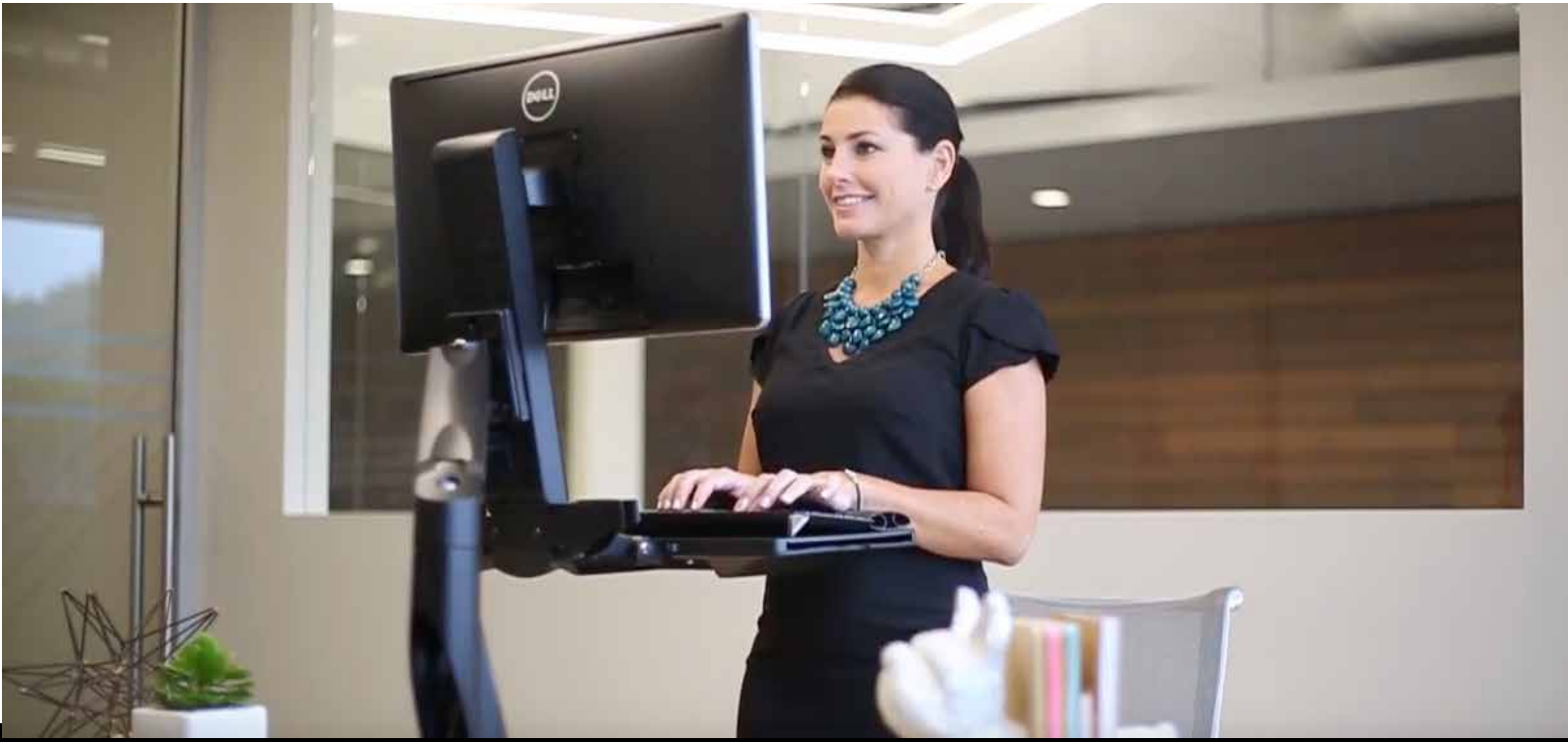
The Fellowes family and Fellowes Brands have supported and worked with non-profit organizations for well over 50 years. We are honored to work as a team in building strong communities, improving lives and providing a better tomorrow for our world.

GIVE™

GIVE is dedicated to building local and global partnerships which address humanity's greatest needs. The programs' guiding principles align with our strong values as a company and are the hearts of our people.

A WORKPLACE FOCUSED ON WELLNESS

To be at your best, we offer a workplace that promotes well-being and productivity. Collaborative workspaces and a casual dress code create an engaging and positive work environment. Adjustable height desks and sit-stand workstations encourage movement, and our Wellness Programme makes a healthy work day worthwhile.



BENEFITS AT FELLOWES

Fellowes is committed to providing a well-rounded and competitive total compensation package that goes beyond what you see in your salary.
As a family owned company, we are committed to providing our people and their families with high quality benefits to support ongoing health and well-being.

Benefits Highlights

- Competitive salaries
- Flexible working
- Bonus scheme
- Personal development plans
- Enhanced maternity and paternity benefits
- Childcare vouchers
- Company Pension with match funding
- Life assurance
- Healthcare (subsidised)
- Westfield Health cash plan
- Employee Assistance Programme
- Retail discounts
- Eye care
- Long service awards
- Fellowes Way Awards – annual employee recognition programme
- GIVE – employee voluntary programme
- 25 days annual leave, increasing by an extra day for every 5 years of service
- Day off for your birthday
- Free fresh fruit, nuts and fresh bean coffee
- Smart casual dress code
- Modern work environment
- Employee referral programme

www.fellowes.com

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