

UNITILE INSIDER

—— The Culture Code ——

JET

We are an employer of choice, not chance!
We aim to set a clear communication of what to expect
from us and vice versa.

SET

You are here to bring in your ideas and we are happy to
support you set the wheels in motion.

GO!!

We are ready when you are!



At Unitile, we are a passionate team that is constantly focused on innovation, transforming and solving the most critical flooring challenges for the leading companies worldwide. We achieve this feat together, with mutual respect, a clear set of shared values and goals.

I take great pride in our unique work culture and people. This culture code handbook captures the essence and defines the culture that has helped Unitile become the leading raised access floor brand in India and a Prestigious Rising Brand in Asia. I hope you gain insight and learn more about Unitile and our way of work. Together, I look forward to exploring new paths.

IDRIS RAJKOTWALA
Executive Director



We hire to evolve

Our core values remain the same but we like to evolve with the change, for the good. You're given an incredible amount of freedom and autonomy and we are open to continually raise our average.



No roadmap rule

For us, Unitile is a legacy built with experienced professionals, you are here to take complete charge of your work. You won't be guided with a rule book to do a certain thing in a certain way.





Result is what matters

We are result-oriented, so is our team. It is not how much time you work for? How much vacation you take? What procedure you use? It's what you bring to the company.

Best results are driven by logic and powered by facts.

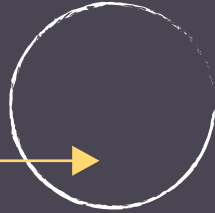




Long-term haul, you or customers.

You or our customers, we take them seriously.
We believe the short-term efforts are survival for
a long-term alliance.

Your Comfort Zone



*Where
the magic
happens*

Rules of progress

Create magic with your own mastery

OR

Give your undisputed support to those who are doing it

**Attributes
we look for**

1 Be open and transparent

Ask, communicate

We take pride in ourselves in being open and friendly.
Have a question? Ask, either in person or during the meeting.
Document your work, communicate openly.

Get aligned

Sometimes the words don't matter as long as everyone's speaking the same language. Discuss openly and get on the same page, it saves time.

Be incredible

Helpful to those around you,
Resourceful with those around you,
Effective in what you do.

Sounds great!

Yes, effective people are mindful of their actions,
take complete ownership, and act resourcefully in challenging situations.

Be adaptable

Being able to adapt to changing environments and work processes makes you a strong overall professional. You are open and willing to learn new things, take on new challenges and make adjustments to suit transitions in the workplace.

"The measure of intelligence is the ability to adapt".

4 Be empathetic

“Listen to others, Encourage perspectives, Be compassionate”.

Being open-minded about different ideas and implementing them creates a productive and effective environment.

When you are not at work!



Discuss with your colleagues

Discuss and inform your colleagues about the vacation you are willing to take, make a plan of action in your absence.



Be responsible

Make sure you wrap up your ongoing projects, give proper handover.
Have full coverage, in case of emergencies.



Have a good vacay

Take a vacation, be around your loved ones, attend a conference,
come back refreshed!

Suggestions or have queries?
We would love to hear from you, or drop in your queries at
hrd@united-group.in
and we will be happy to get back.

MAKE YOUR MARK.

