

Empowering sustainable employability

Why ? At Materialise, we employ the brightest minds with the biggest hearts. We are proud to be a global organization, employing more than 56 different nationalities, with offices in more than 52 countries. Together, we form a group of over 2300 talents, striving to build a better and healthier world every day. As their employer, we consider it our responsibility to keep them “long-term employable”, or in other words: we strive to help our talents grow and make them feel happy and healthy in their work situation.

What do we offer? Next to respecting, protecting, and applying human rights and labor conditions, it means that we strive for a safe, fair, and attractive work environment, where all people are treated equally regardless of race, color, religion, sexual orientation, gender identity, disability, etc. We offer an inspiring environment, where people are recognized and rewarded fairly and where they can take ownership and are able to grow, supported by strong leadership. Where colleagues feel inspired by our company value and the everyday application of it.

How?

By stimulating our colleagues to take ownership and reflect on their talents and energy to

- Safeguard the connection between their strengths and the strategic objectives of the organization;
- Know what their larger purpose and value-added contribution is, and what gives them energy;
- Support them in their individual journey and career.

By developing and maintaining fair and attractive working conditions:

We strive to provide safe and healthy, fair, and consistent labor conditions at the latest in 2025, which means:

- Applying standards in each country to provide decent living, including enabling good education for their children
- Providing health coverage
- Ensuring and monitoring equity in pay regardless of race, color, religion, age, sexual orientation, gender identity, disability, ...
- In line with sustainability principles: stimulating commuting in a ‘green way’.

We take the wellbeing of our employees seriously.

- We create a healthy balance between work and life, by allowing flexible working regimes so people can decide about where and when to work and by offering time off possibilities in all our offices, such as paid and unpaid leave.
- We take care of safe working environments, not only physically but also mentally via e.g. anti-harassment policies.

- We have successful programs in place to prevent and cure physical, mental and social wellbeing.
- We provide a platform that supports mental, physical and social resilience via psychosocial support from professionals.

A stimulating and inspiring work environment, allowing you to grow and thrive.

We value everyone's opinion and input. We believe in empowering our talents by, giving sufficient responsibility and freedom to people for being valuable contributors to the team and organization.

We encourage professional and personal growth by creating a stimulating learning environment where people can learn when, where and how, accordingly their preferred style, where both experts as managers are nurtured, where people are stimulated to sit in the driver seat of their career.

A value-driven culture with attention for diversity , characterized by open feedback, transparency and integrity and strong collaboration:

- We value the feedback of everyone, and we keep in touch via multiple listening touchpoints
- We stimulate effective collaboration by training people in impeccable coordination, by setting goals and rewarding systems not only on individual but also on team and company level
- Considering all qualified applicants for employment without regard to race, color, religion, sexual orientation, gender identity, disability, ...
- We provide opportunities for participating in charity programs , for taking care for sustainability initiatives
- We ensure colleagues feel respected and treated fairly by applying house rules and rules of employment, training people on topics of unconscious bias and anti-discriminatory and anti-harassment policies.