

# 2017/2019

## **DAF PROJECT**



### Our Sense

Thanks to the amazing vital and responsible team we are part of Decathlon Polska United Project by creating best conditions and innovative, efficient solutions to make it possible and secure.



## **DAF PROJECT 2017-2019**

# **OUR PLAYGROUND !!!**

ENABLE DAF MEMBERS and ALL DECATHLON POLSKA UNIT TEAMMATES TO TAKE BEST DECISIONS WITH AUTONOMY



# DAF contributes to the durable performance of Decathlon Polska United

- => Catalogue of personalised trainings for each position
- => We provide regular analysis and alerts regarding business model trajectory of each entity
- => We play an advisory role in the bonus system management
- => We are involved in each investment project and ensure it creates value for DPU
- => We propose technical solutions to facilitate operational tasks (GEX, Plan Q, Perso costs calculator...)



### DAF is the guarantor of financial and legal security of DPU

- => For each process linked with finance and/or law, there is an up to date, easily accessible procedure (Intranet website)
- => We guarantee the reliability of financial tools
- => We secure and optimize our tax system



### DAF teammates are autonomous in their scope of responsibilities

# => Every teammate has clear role and scope of responsibilities which are measurable by KPI

- Clear description of core responsibilities per position
- Cross role and responsibilities defined and clear
- => 100 % of our internal procedures are easily accessible and up to date
- One folder with all procedures on Google Drive
- => Every teammate is trained to be able to do the job properly and to develop large skills
  - Catalogue of trainings obligatory and optional, internal and external
  - Standard induction schedule



### DAF teammates are efficient and take pleasure to work together

#### => We act every day in a collaborative way

- Rules of cooperation are known and respected by each teammate
- We create internal communication which allows everybody to be always up to date and share best practice

#### => We enrich the job of each DAF teammate continuously

- Lean approach => time used for all non-value added tasks is decreased
- => We practice sport together and we celebrate our success



## **DAF PROJECT 2017-2019**

# **OUR DREAMS!!!**



#### Acting together we go far...



- => We work in project bubbles (we create or we are involved)
  - ex. contract management
- => Each DAF teammates can have T-responsability
  - Each of DAF teammates is a member of sport community
- => We contribute and inspire to the Decathlon Worldwide United Project
  - Participation in all sports leader changes
  - LFO



### I am proud being Decathlonian

#### => DAF as a dream experience

- we are consider as a perfect place in your development path in Decathlo
- every DAF teammate feels useful and creates added value for Company on a daily basis
- we are well known and recognized as an Employer by the 100% of people in our target group

#### => For DAF members sport is part of life

- we are Ambassadors of our brand
- regular participation in sport events as Finance Department Decathlon
- practising sport together and invite people to play with us





### Decathlon blue is the new green

#### => DAF provokes ecological transformation of Decathlon Polska United

- We find chances in renewable sources of energy inside and outside our stores
- We are aware about possibilities, norms, new solutions to increase our positive impact on the environment
- We analyse and alert if there are stores with excessive use of sources of media and materials and we find the solutions to optimise



#### => DAF teammates act daily in eco way

- Dematerialisation
- Print responsibility
- Recycling



### Be healthy, discover and play sport with us

=> DAF provoke local initiatives for our customers and create events together with stores

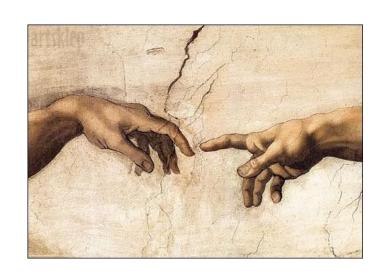


=> DAF organize events to promote sport and healthy lifestyle



### Decathlon products at your finger tips

- => DAF play active role in supply chain
  (production -> logistics -> transport -> stores)
- => DAF advice the price decisions and measure the effect
- => DAF negotiate better the centralized contracts and push for smart costs to permit decrease prices over and over again



=> Each Business Partner is fully engaged in development strategy



#### Every visit is an unforgettable sport experience



=> DAF test and implement technical solutions in order to increase the purchase comfort

=> DAF push the new investments in our stores in order to be more attractive and up to date





## **DAF PROJECT 2017-2019**

# **OUR ORGANISATION !!!**



