



*2017/2019*

*DAF PROJECT*

**DECATHLON**

# ***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 Decathlon*
- *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***



**SPORT**

**=> 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 !!!**

