

Working at Mars

Thriving People

Mars is a family-run business and wants to continue producing chocolate for generations to come. The biggest chocolate bar factory is in the Netherlands. 270,000 tons of chocolate is produced here annually. To achieve this, the factory operates 24/7. Production only shuts down at Christmas and on carnival Monday. The Veghel site caters for the delivery of chocolate to 60 countries. We are a global player with these fine brands. To retain this position, we need the right people. What's so special about working at Mars? Mars does not offer you a job; we offer you a career. Your development is paramount. This is reflected in many different ways...



QUALITY

The consumer is our boss, quality is our work and value for money is our goal.

RESPONSIBILITY

As individuals we demand total responsibility from ourselves; As Associates we support the responsibility of others.

MUTUALITY

A mutual benefit is a shared benefit; a shared benefit will endure.

EFFICIENCY

We use resources to the full. Waste nothing and do only what we can do best.

FREEDOM

We need freedom to shape our future; we need profit to remain free.



MARS INCORPORATED

Head Office in McLean, Washington D.C. USA.



74/346

Mars is active in 74 countries with more than 346 locations spread throughout the world.



100.000

Worldwide, more than 100,000 Associates work on our objectives every single day.



GLOBAL PLAYER

With 35% of our sales volume coming from the US and 28% from Western Europe, we belong to the most mature regions in which Mars operates. However, Asia, Africa and the Middle East are upcoming areas for growth in our market share.



H&W PROGRAMMA

The health of the Mars Associates is a top priority. This includes a subscription to the gym, a Fitbit, yoga classes and boot camp training sessions. Mars also offers its employees a programme to control your weight, health & wellbeing or boost your personal well-being.



MARS UNIVERSITY
The place where you can continue to grow.



EDUCATION

Mars offers employees with an intermediate secondary school diploma the opportunity to develop further and build a career.



ENGAGEMENT

Each year, we measure the Mars Associates' sense of engagement and work on the points of improvement. We do this to ensure that Mars is a pleasant work environment for everyone.



EQUAL OPPORTUNITIES

Mars is valued for the high percentage of women on senior positions.



BEST EMPLOYER

Mars ranks among the best employers in approximately 25 countries and became #1 great place to work in Europe.



GROW

Every year, 10 to 15% of our Associates move upwards on the career ladder within Mars.



70

On average, Mars hires 70 new people annually. However, no less than 70% of all vacancies are filled internally.



CULTURAL FIT

Not only suitable for the job, but do you also fit in at Mars?



INSPIRING LEADERS

The Mars family has made this company great by adhering to Five Principles. The Mars family is still the sole shareholder, which makes Mars the biggest FMCG (Fast Moving Consumer Goods) private-owned company.



MARS THE NETHERLANDS

ASSOCIATES

780

CHOCOLATE FACTORY
Every day, 780 Associates produce the most delicious chocolate products in Veghel.

147

MARKETING & SALES HEAD OFFICE
The head office for all sales within the Netherlands is also based in Veghel.

122

R&D HEAD OFFICE
At a secret location, which can best be compared to Q's head office from the James Bond movies, 122 Associates work on new recipes for our products.

39

ITR HUB
55 ITR employees, 39 of which are based in the Netherlands, take care of making sure our chocolate is available at all airports and duty free shops worldwide.

71

FINANCE HUB
71 Associates form the financial heart of Mars. They serve a region spanning Paris to Vladivostok.

215

(FOOD) FACTORY
In addition to Veghel, there is also a production location in Oud-Beijerland (NL) where all our food products are made.

71

ROYAL CANIN
The head office of Royal Canin The Netherlands is also based in Veghel.