

Our Goals

Our culture

Goal	Measures	Responsibility
No gender pay gap!	Mutabor pays women and men as well as each other. In future, the salary structure will be open to see during personnel meetings.	P&C Team
Innovation through diversity!	Mutabor supports diversity, including through internationalization of the workforce. This is considered in job advertisements.	P&C Team
Be and stay healthy!	Mutabor is expanding occupational healthcare.	P&C Team
Enable reentry!	Mutabor supports a successful comeback after an extended illness with a suitable working time model and individual assistance from the personnel department and the in-house coach.	P&C Team
In Bewegung sein!	Mutabor supports the bike to work model. Our goal for 2025: 20 employees cycle to Königkontor	P&C Team
Strengthen individual strengths!	Mutabor is restarting the coaching program and expanding it to include the topics of stress and time management, resilience and communication.	P&C Team
Meaningfulness for the benefit of society!	In everything we do and develop with our experts, we challenge ourselves to create something meaningful that suits the current time and has a positive impact on people and society.	All Mutaborians
From now on, change needs a positive direction!	"We empower brands towards positive change." Change can only be positive if it is positive for the world of the future and for the environment. We set this commitment for ourselves and run our business according to it.	All Mutaborians

Our planet

Goal	Measures	Responsibility
Reduce energy usage!	Over the next few years, Mutabor is gradually reducing the energy consumption of the locations. With the help of external energy consultants and training courses, we want to reduce consumption by 10% per year by the next report.	CSR Team
Flights as the exception!	In general, Mutaborians no longer take short haul flights. In addition, all flights up to 600km are only possible in exceptional cases and must be cleared by company management.	Office Management
Train travel as the norm!	Mutabor is getting on track and is working with customers to develop models that support the changeover process.	Office Management
First step!	We are tenants in the Königkontor. Together with Königkontor GmbH, we want to further reduce the energy consumption of the main emitter, and are looking for options for an alternative energy concept.	CSR Team
Our dream!	Mutabor is a fan of the renewable energy act. Mutabor itself will become a (co-)energy producer. We are looking for partners and investments in renewable energy sectors.	CSR Team
Small solutions with a big impact!	The Mutabor sustainability team will successively identify and expand sustainable solutions in the company. Some examples: Meatless: Since 2021, Mutabor has stopped serving products containing meat in the cafe. Regional products: Mutabor is switching its entire selection at the Muto/bar to biologically sound and regional products. Fairtrade: We are in talks with a social/ecological company that transports fair trade coffee in a carbon-neutral way to Hamburg.	CSR Team

Our digital future

Goal	Measure	Responsibility
Safe space for creative excellence!	For Mutabor, information security is top priority. For this reason, we continue to be TISAX-certified in the coming year.	P&C Team
Provide flexible infrastructure!	Mutabor relies on sustainable, innovative, scalable and mobile hardware.	IT Team
Use innovative software!	Mutabor uses software solutions that allow the best possible creative viewing and collaboration in times of decentralized work.	IT Team
»Make life easier«, »inclusion for all« and »beyond the obvious«!	Mutabor develops individual digital solutions for its customers, which people love to use and which open up new business potential.	All Mutaborians
We drive digital transformation!	Our way of working is based on the conviction that we are kickstarters for our customers. Build > Measure > Learn starts with Build, a bold, creative solution, with which we surprise, excite and measurably convince people before finally setting new standards.	All Mutaborians