

«We believe about our values on our thinking, talking, and in our actions and behaviours»

PHILOSOPHY OF OUR COMPANY

We are dedicated Company who looks for cooperating with our customer very closely to create more value for our customers by providing with safety, reliability, benefit and intelligent and hard work, and earn recognition from our market.

We define our Company Philosophy in the following frame work:

Mission	Vision	Values
What we do today? Who do we serve ? What are we trying to accomplish? What impact do we want to achieve?	Where are moving forward? What do we want to achieve in the future? What kind of future society do we envision?	What do we stand for? What behaviours do we value over all else? How will conduct our activities to achieve our vision and vision? How do we treat members of our own organization and community?

Mission

Our mission defines of why we exist:

- To design and manufacture reliable and durable components for gas house appliances at the most cost-effective way for and together with different customers worldwide to ensure customer satisfaction.

Vision

Our vision explains what we do and how would like to shape our future:

- Manufacturing high quality products while continuously improving our performance in product and service quality.
- To deliver the most efficient price-quality ratio
- Achieving continues growth by manufacturing new products with fulfilling technical support
- Creating long term and trustworthy relationship within our customers and supplier network.

Values

Our values explain what we stand for as a team:

- Safety & Reliability
- Technical & Technological Know-how
- Customer Oriented & Committed
- Teamwork & Process Oriented
- Value People & Respect

Strategy

Our strategy explains how we achieve our company's mission:

- To strengthen our technological and market leadership
- To strengthen our design and manufacturing processes of our products
- To value our internal resources e.g. human resources

«OUR BUSINESS IS DRIVEN BY CLEAR VALUES»

OUR COMPANY VALUES

As a learning Company, we encourage diverse thinking and collaboration from the World to create great customer experiences that is based on mutual understanding, teamwork, honesty, and transparency.

We define our personal values in the following terms and we learn skills the way we behave for the particular value.

A. SAFETY & RELIABILITY

Safety and Reliability are foundation commitments, never compromised. We guarantee safety to us and to our customers, working on efficiency and safety of processes and products. We constantly invest in safety because our work and our products are entrusted to the life of others and we have duty to protect it. Reliability means you can depend on us to do our job the best of our ability.

B. TECHNICAL & TECHNOLOGICAL KNOW-HOW

We are able to operate in high-technology sectors, through the constant innovation of the market. Our knowledge and the ability to apply is the core value to our professional expertise and know-how.

C. CUSTOMER ORIENTED & COMMITTED

We put the customer at the centre of everything we do. We listen intently to our customer's needs. Each interaction matters. Our employees always maintain the focus on the needs of its customers, with the aim of building long term relationships. We continuously make our effort to optimize in a competitive market, offering cost effective products that are adjusted to the customer request in terms of precision, reliability, quality, shipment, and quantity. Committing to great product, service and other initiatives that impact lives within and outside the organization.

D. TEAMWORK & PROCESS ORIENTED

We are a team to create value, «Together». Continuous improvement is necessary for growth and continued future success. Consistently working with others to create a collaborative culture.

E. VALUE PEOPLE & RESPECT

We will treat all people with courtesy, dignity and respect. We treat others as we ourselves would want to be treated, and focus on the collective good. We are proud of how PFC values our people and provides opportunities for professional growth and development locally and internationally.

«PRECISION IS AT THE HEART OF WHAT WE DO»

HOW WE APPLY OUR VALUES

It is not just the values but it is the culture of our Company, it is therefore vital to implement these values throughout our Company. We consider the followings when talking about applying our values: Choosing Compatible Values is an important modification to our Company's culture. Our implementation of values is driven through discussion of the values over a number of months; we have considered and reconsidered how the standards have played out within our Company's vision and strategy.

List of Values

We have developed a long list of our cultural and company's values which allows us to assess our employment matching our values.

Hiring

From the first interview to the last day of work, employees are consistently reminded that core values form the basis for every decision that are taken in our Company.

Onboarding

The values are explained to our employees by examples and are shown how it is done and we em-

power them to do the same.

Decision Making

We have understood that if the values are going to really take hold in our Company, our core values need to be integrated into every employee-related process-hiring methods.

Awareness

Our core values are published, encouraged, and communicated on our website, in our employee handbook, high traffic areas such as reception, and conference rooms, that helps to keep values and expectations top of mind by making them visual.

Learning and development

Understanding that time will need to be put aside to train our people on what the values really mean and how they are translated into expected behaviours. The internal training we provide, and the external training employees enrol in, supports our values. For example, several team members have taken design-thinking courses in support of our «innovation» and «quality» values.

Feedback

We have been setting up our KPI's that allow our people to see where they are falling short, and the consequences if things do not improve.