

## Measurement bases

### **1 Spirit**

- 1.1 We create understanding that the individual contributes with his special enthusiasm to the workplace.
- 1.2 We welcome the employees to put their personal stamp on the corporate culture.

### **2 Responsible**

- 2.1 We take responsibility for decisions that affect employees on an individual and business level.

### **3 Responsibility**

- 3.1 We believe that together we create goals and responsibility to meet these. This applies to employees, management and the company. We make sure the job security is not compromised when one takes responsibility for decisions and actions.

### **4 Work**

- 4.1 We shall complete in a professional and focused manner the tasks assigned to us.
- 4.2 The efforts we make for a perfect result shall be permeated in the way we work until the job is completed.

### **5 Attitude**

- 5.1 A positive, ambitious and dedicated attitude to work is essential to achieve the quality we have.

### **6 Balance**

- 6.1 We are committed to in each individual's situation create balance in work, family and leisure.

### **7 Decision Making**

- 7.1 Action promotes success. We work constantly and in interaction with the individual to take correct decisions.

### **8 Efficiency**

- 8.1 We are constantly working to streamline and rationalize the working process in interaction with our client.

### **9 Economic strength**

- 9.1 We make decisions based on a healthy financial position; taking into account values and opens avenues for growth.

### **10 Simplicity**

- 10.1 We use a straightforward, clear language in communication.



**11 Enthusiasm**

11.1 We place great value on the enthusiasm and drive of our employees.

**12 Improvement**

12.1 We are constantly working to improve individual and company performance.

**13 Innovation**

13.1 We welcome new ideas and procedures that increase productivity.

**14 Integration**

14.1 We are working strategically to integrate various occupations within the company to streamline and maximize resources.

**15 Equality**

15.1 All employees are treated equally. Career opportunities and compensation are based on performance and results.

**16 Competition**

16.1 Healthy competition encourages everyone to perform at their best.

**17 Knowledge**

17.1 We are constantly working to improve and train employees to ensure the quality of the work we perform.

**18 Learning**

18.1 We encourage our employees to continuously develop and gain experience in order to create favourable conditions for growth; both individual and for the company.

**19 Contribute**

19.1 We expect that the individual contributes to team effort.

**20 Environment**

20.1 We respect the planet and local ecosystems in all decisions.

**21 Goal-oriented**

21.1 We are working to meet the goals we have set. This gives us our direction and promotes success.

**22 Diversity**

22.1 We seek an open work environment, one that welcomes people from all cultures and backgrounds.

**23 Objectivity**

23.1 We strive not to take into account personal feelings when making important decisions and to approach every situation without preconceptions.



**24 Partnership**

24.1 We see opportunities and realize the benefits of developing relationships within and outside the company to share ideas and information.

**25 Positivity**

25.1 We believe that a positive attitude promotes success. We welcome upbeat to foster growth.

**26 Performance**

26.1 We expect our employees and partners to work to their best possible ability.

26.2 We as a company strive to be as productive as possible.

**27 Proactivity**

27.1 We take the initiative to solve problems immediately.

**28 Respect**

28.1 We develop and maintain productive relationships with individuals, organizations and business that we recognize.

**29 Justice**

29.1 We promise to make fair decisions and treat customers, employees and their families equal.

**30 Reliability**

30.1 We are available to customers when they need us.