

**THE
CORPORATE
STATEMENT
OF
SCANDIA PUMPS**

MISSION STATEMENT

To sell quality pumps and pump systems that provide a complete solution that satisfies our customers' expectations, to build a company that fosters a culture of continuing improvement and to add value to the lives and future of all that work to this great end.

OUR VALUES

Our values guide our behaviour, and collectively, our individual behaviour determines how we are seen as a company. Living these values and demonstrating the underlying commitment that support them are critical to Scandia Pumps becoming a leading pump company in Sweden.

We act with integrity and communicate honestly and openly:

- Deal with people and issues openly, directly and respectfully
- Take actions that are consistent with words
- Do the right thing even if unpopular or risky
- Foster a climate of trust and openness between people
- Openly give, invite, and receive training and feedback

We are passionate about meeting our customers' needs and delivering

results for the company:

- Demonstrate a passion for understanding and meeting the needs of our customers and shareholders
- Take active responsibility for the quality of service we provide to customers and others
- Are open to change and readily implement better ways of doing things
- Have high performance expectations and a mindset of excellence
- Are innovative in identifying new opportunities and approaches for our customers and ourselves

We are accountable for all of our own actions: these include safety, protecting the environment, and supporting our communities:

- Maintain an absolute commitment to safety for ourselves and others
- Take accountability for actions, decisions, and results and not blame other
- Demonstrate through actions a commitment to the well-being of the community and the environment
- Can be counted on to deliver and meet goals and objectives
- Have a "can do" attitude and be always positive in our outlook

We work together as a team and are committed to excellence and innovation:

- Take ownership of team goals and are accountable for own part in the process
- Promote teamwork among groups; discourage "we vs. they" thinking
- Listen to input from teammates to reach the best solution

- Hold ourselves and others accountable for results
- Work to create partnerships and to cooperate with each other

We respect each other and our different values:

- Treat fellow employees, suppliers and customers with respect
- Appreciate and value each other and our diverse backgrounds and life experiences
- Actively seek to understand and include others regardless of differences
- Effectively collaborate as a member of a diverse team; seek out diversity of thought
- Promote and commit to integrity in every relationship

VISION STATEMENT

- **We achieve our goals and consistently follow our values**
- **We instill a culture of excellence in every department of the company**
- **An atmosphere of continuing improvement**
- **We reward all according to their performance and results**
- **Share with each other skills, knowledge and experiences**
- **Ongoing respect for the company ethos and for each other**