

## YOUR VOICE

"Each of us is responsible for building and further developing our core values," said the Administrator in her message to the Code of Conduct. This gives us the opportunity to contribute and share our thoughts on the development of the company, work processes, people and everything related to our work and values.

**Be good, honest, fair, loyal, accurate and respectful.**

One of the initiatives in Prodyn / Efa is the "Your Voice" platform. We encourage everyone to share their thoughts or suggestions with Prodyn / EFA.

The opinion box is located at the Prodyn canteen. The box will be opened confidentially only by Human Resources. Your suggestions, thoughts and concerns will be reviewed by the top management of the company and will be addressed.

**Do not hesitate, share your thoughts!**



**Now our image is completed with a corporate video.**

You can watch it in Facebook, LinkedIn, and in our webpage as well: [efasolution.al](http://efasolution.al)

## Difficulties make us stronger to move forward



*"What doesn't kill you, makes you stronger" said the German philosopher Nietzsche.*

... And we managed to resist one of the most dangerous pandemics ever, all together, without loses in the unknown war. This is achieved first of all thanks to God for helping us, careful behavior of each of you, measures taken by the company and hard work of the medical staff as well as all our colleagues engaged on the protection from the unmerciful virus.

The first and most important thing is the health and well-being of PRODYN/EFA employees. This is at the top of our priorities

# Difficulties make us stronger to move forward

*Our development and growth plans are clear, as such I invite all of you to continue your dedicated work, and we all together move forward fast and confident!*



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This first and most important, as for EFA/PRODYN the employees, your health and wellbeing are at the top of the priorities.

It is followed by our job, our tasks and plans.

Even at the heart of the most difficult months, when most of the companies did not have capacities to pay salaries, we managed it successfully. What we have achieved during this extremely difficult year:

- Most of the employees continued working without interruption.
- We managed to open a new line to produce PPE (Personal Protection Equipment) and contracting respective clients. Prodyn produces today more than 13,000 pcs/day; the entire chain of subcontractors more than 50,000 pcs of medical aprons/day.
- We contracted 2 new clients, amongst the most reputable in the world: CLARKS & PUMA.

• The Procurement service has been extended, to ensure professional selection and purchase of raw materials for production of shoes.

• The unit of product development started working as a new service offered to our clients, with the aim to achieve a closed cycle of the production.

• ... and a lot more.

At same time, with the change of the Albanian legislation on basic salary we have applied the increase of minimum salaries, preparing and supporting the new wage system for all factory employees based on their skills and contribution towards the company. It aims to give to everyone, especially the dedicated ones who are willing and working hard for their development and are dedicated, the opportunity to progress in their careers.

Obviously, we are not going to stop here, the difficulties make us stronger.

This was an important test showing one more time how strong the company foundations are.

Our development and growth plans are clear, this way I invite all of you to continue your dedicated work, and we all together move forward fast and confident!

**Thank you all and congratulations to EFA & PRODYN teams!**

Eva







## The new payroll system

*A motivating system for employees, where each category is comprised of three levels allowing the employee's salary to grow if he maintains a consistently high performance*

The year we left behind was a difficult one for all of us, both in terms of health and family. With the change of the Albanian legislation, where the gross minimum wage increased to 30,000 lek (cc €250), Prodyn factory prepared a new wage system for all workers in the production sectors.

The aim of this system is to be:

1. Transparent
2. Motivating
3. Fair

Being transparent means that everyone has the right to be informed about the details of payment and ways to be promoted.

An employee motivation system: each category has 3 payment levels, which allows the employee to have a salary increase if his/her performance is consistently high. Last but not least, this new wage system is fair and easy in assessment. It makes it possible to have the necessary distinctions between employees who know different processes, and even give a fair assessment for employees of the same working process but having a different pace in working.

Contact the human resources offices for further information.

**Prodyn, looking for continuous improvement!**

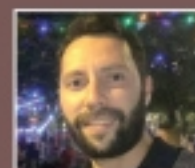
*Prepared by: Reixhi Memo*



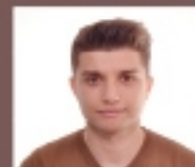
## THE STAFF OF FOKUS



**Rozalinda KALLUSHI**  
Administrative  
Coordinator,  
Fokus team  
leader



**Julian PALLUQI**  
Planning  
Department



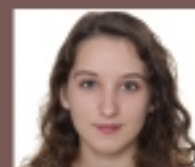
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# "We Care" is our motto

***Our products passed the tests of quality for the elements required by European directives, and in a record time, we managed to enter the EU market***

This was our motivation for starting the new project in the most critical period, a period when it was essential not to be discouraged, but to find a solution, to stay strong and unwavering, to give our contribution in the support of health service.

With professionalism, communication, and cooperation very high results were achieved in a short time. Our products passed the tests of quality for the elements required by European directives, and in a record time, we achieved to enter the EU market, making us one of the first companies in our country. The production of Personal Protective Equipment is organized according to the SOP standards, ISO 9001, and it is certified ISO 13485, as well as the CE Mark.



Today convinced we may say that together we did it and, we are going to continue to work strongly for bigger successes.

*Prepared by: Dajana Muho*

# Towards the closed cycle



The approach of new customers and the development of the market and the company, brought the need for our company to expand the services offered.

One of the new steps taken is the creation of the Product Development Team. The work starts from the initial sketching of the models to the finished shoes. So far, the sketches have come from the client and through them

the whole phase of product realization has been done according to the specific requirements of the clients. For the highest efficiencies and quality, a careful selection of materials is being made, among the best alternative suppliers available. Our focus is to provide this complete service to all our customers in a short time.

*Prepared by: Alfina Qose*