

NEW SEASON, NEW DEVELOPMENTS

We succeeded in July, to use in the benefit of business expansion, the opportunity given to us. Thanks to that, our team is already over 1,000 members and produces around 5,000 pairs of shoes per day. **Pg. 2**



ISO CERTIFICATIONS: A JOURNEY TOWARDS INTERNATIONAL STANDARDS

Our values, the professionalism and dedication we have been working for about two years, continuous growth of the company, production of quality products for Western markets, are achieved thanks to the best standards we have applied in our... **Page 5**

The best investment is the investment on knowledge and professional development

Our goal is to build a learning platform. This process starts from the leaders and it is how we share our vision and knowledge with all our team members.

We need to communicate clearly our confidence in growth, continuous learning and improvement, which will ensure the fulfillment of our vision. In order to continue... **Page 9**



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Today we are all here, all same and all together



**Etleva Laro,
The Administrator**

BUSINESS UPDATE

During our initial journey as Prodyn factory, in less than two years, we have successfully navigated through the initial challenges of a new factory/business.

My confidence in our company and in all of you, has never been greater.

In this module I would like to emphasize the opportunity we got in July, to expand our business. Thanks to that, our team now exceeds 1000 employees and a production of around 5000 pairs a day.

This expansion, makes our business more solid toward delivering great results in quality and delivery on time.

A special thank you to all of you who welcomed the new members that joined Prodyn and a special thank you to all the new members, for all their efforts to involve themselves and be part of our family, for all their efforts to adapt and to deliver good quality and quantity.

Today we are all here, all the same and all together we are making continuous progress toward quality and quantity, toward creating a healthy and safe working place, making all of us proud of our successes.

The experiences we gained so far, the strength in our values and in each of you, will bring us further toward other future successes.

Good luck to all of us.

Eva

STITCHING PROCESS

Stitching lines in Prodyn Albania



Once upon a time, knowing how to stitch was the ability to survive. Learning to stitch has been and it still is part of the education system nationally.

The importance of stitching is clearly seen, both in terms of living and comfort.

Even here at Prodyn factory, we ensure that the stitching standards are among the highest.

All the lines are managed by experienced and new ambitious leaders. Regarding the importance of the stitching process in shoemaking, Director Alketa Hoxha expressed her opinion:

Alketa Hoxha: "Stitching is the beauty essence of the shoe creation."

The smallest details and standards are the ones that bring the success of stitching lines, in achieving maximum shoe quality.

Prepared by: Reixhi Memo



The lines that work with SOP

On September 26, 2018, the SOP project was expanded to all lines. The expansion project was a transition as much as difficult, as well as necessary. It is an important part of our company's vision, which aims to achieve a more radical emancipation in the culture of working. The game rules are the same for all lines. Working in pairs, achieving the target and above all the high quality, are non-negotiable rules for this project. Each line has a standard procedure for preparing a plan to produce, a chart to keep track of the progress of production and most importantly, a path to success. For October-November, the results have been excellent.

Lines, in over 75% of cases have managed to reach the daily target and quality has constantly been increased. It is a pleasure to see the stability and fluency that has characterized the lines over the last few weeks. The project does not end here. It will be spread in the near future across all factory sectors. The SOP project will always help us to "self-criticize", but the real change can be done by all of us together and each of us individually by implementing the rules.

The future is bright, we should always aim higher.

Prepared by: Reixhi Memo





ISO CERTIFICATIONS: A JOURNEY TOWARDS INTERNATIONAL STANDARDS

Our values, the professionalism and dedication we have been working for about two years, continuous growth of the company, production of quality finished goods for Western markets, are thanks to the best standards we have applied in our daily work. Are these enough? Of course we have not done everything. Company executives are supporting continuous improvement of the company, employee development and work environment.

For this, a good part of the company's Leaders and Managers have been engaged, participating in ongoing training and in preparing all the relevant documentation in cooperation with the best specialists in the field. All of these, made it possible to obtain the relevant certificates for: ISO 9001 (Management and Quality Systems) and OHSAS 18001 (Health and Safety at Work). This moment is just one point on



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our journey, it's not a station, our journey continues to perfecting management systems, increasing efficiency, but also creating the right environment at work, where we all are safe and working in optimal conditions above all in creating a **CULTURE OF WORKING WITH THESE STANDARDS.**

Prepared by: Përparim Tushaj

A good family example, motivation for colleagues at work



Gëzimi and Lula are a couple who work together in one of the mounting lines. They like to share with Focus their Experience at Prodyn.

Gezim and Lula are married and are parents of three children, two sons and daughter .

They are working in ProDYN for two years. They wake up at 5:00 in the morning; Lula tells that she wakes up a bit earlier to prepare children's food and clothes for school.

They then drink the morning coffee together and get ready by 06:00. Gëzimi accompanies his daughter to kindergarten and at 6:40 am they leave for work.

Their house is very close to the factory and this makes it easy to organize the morning. Lula says that their house is just 5 minutes away from the factory.

After the "Good morning" to all colleagues and meeting with the line manager, who gives us the guidance and advice of the day, I go to my workplace. I do the process of dyeing shoe with mastic and other work processes by hand. Gëzimi says he usually does

the stone machinery process, and any other process similar to his work process. Before each working process I consult with the director and line managers, I ask about anything unclear. They are there to help us. So we have good co-operation with each other.

How do you feel at ProDYN?

Gëzimi: I'm almost completely satisfied, working with good people, both the managers and colleagues. We coordinate very well with each other regarding the work process. I have 7-8 years of experience in other factories, but I have not seen elsewhere such good working conditions.

Lula: I have worked for 15 years in factories in Shkodra and Tirana as well and I'm very happy with the conditions and work colleagues in PRODYN. This couple is a good example in the family and motivation for colleagues at work, with the integrity and passion for work.

Interviewed by: Jonida Lluka

INITIATIVES TO

Improve the work and achievement of objectives



The priority of EFA / Prodyn defined in the Code of Ethics is "CONTINUOUS IMPROVEMENT"

Part of this development have been the opinions and thoughts that you shared with us a few months ago, through the survey "Your Voice".

The company has been moving fast on the road of growth and development. An important part of this growth is the entire staff of the company. This is reflected in the opinions you expressed, where there was a positive response in terms of work and achievement of high quality.

Of course, not everything is in perfection, there are many things to improve step by step in our daily work. All of us are learning in this process.

Above all, this company pays attention to the employees, thoughts and concerns you have about the job. Your suggestions are the basis of

the initiatives for improvement.

Some of the measures taken or implemented are: improving communication with each-other, developing "Good Morning" meetings, opening the Training and Evaluation Center, using protective equipment, etc.

But this should not end here. All of us have to think every day how to increase our performance as a team / line / department and as a company, how to be safe and healthy at our work.

The participation of all of us, considering EFA / Prodyn as our company, not just an employer, is a great strength for our common SUCCESS.

Prepared by: Dajana Muho

Automatic Packing List



The automatic packing list is a process that has improved the way in which is prepared a detailed list for packing and export.

The process has three advantages:

- Speed
- Accuracy
- Detailed automatic information

Until a month ago, the preparation of such a list was based on the detailed check of the labels, located in the 10-pairs boxes that the factory had made ready for export. Subsequently, the information indicated on the label (production order, article, numbers and pairs) was placed manually on the table, on the basis of which it was prepared and the export invoice. With the new automatic packing

Kuti | Ngarkesa

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04L0000000001	2.0.H	HQ(Magarna Prodyn	22/10/2018 22:27:27	07A01	40
04L0000000002	2.0.H	HQ(Magarna Prodyn	22/10/2018 22:28:46	07A01	25
04L0000000003	2.0.H	HR(Magarna Reme	22/10/2018 11:42:45	07A02	243
04L0000000004	2.0.H	HQ(Magarna Prodyn	22/10/2018 23:47:09	07A01	5
04L0000000005	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:17:13	07A01	26
04L0000000006	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:25:54	07A01	30
04L0000000007	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:27:43	07A01	5
04L0000000008	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:38:15	07A01	3
04L0000000009	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:38:57	07A01	1
04L0000000010	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:38:58	07A01	149
04L0000000011	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:38:57	07A01	1
04L0000000012	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:39:43	07A01	46
04L0000000013	2.0.H	HQ(Magarna Prodyn	22/10/2018 24:39:43	07A01	1
Total masha: 16					Total cost: 372

Magarna Prodyn
04:44 @ MARTI, 23

process, factory employees create identifying labels for 10-pair boxes, using a label scanner for each box containing a pair of finished shoes. As soon as these boxes are scanned, only with a command, a label

is printed on the scanner. This label then is attached to the 10-pairs box. After scanning all the boxes that will be loaded into the truck, via a command from the scanner, the computer automatically creates a list of all the details of the shoes ready to be exported. Over the course of a month of testing, the process has been successful by facilitating the export, significantly reducing time by increasing the accuracy and detail of the preparation of the "Packing" list.



Prepared by: Julian Palluqi

The best investment is the investment on knowledge and professional development



Our goal is to build a learning platform. This process begins from leaders and it is how we share our vision and knowledge for all our team members. We need to communicate clearly our confidence in growth, continuous learning and improvement, which will ensure the fulfillment of our vision. In order to continue our journey of learning and continuous improvement, we decided to open a Training and Assessment Center. This center will not be only a physical place, but it will be a place of opportunity, justice and promotion. It will be your chance to learn more, to be listen and develop your knowledge. Together, we will move forward to standards by supporting the same values, honest communication and appreciation.

The purpose of this center is: Creating a stable and professional staff, distributing the right resources

of people with the knowledge and the right level of expertise, producing the right product with sustainable quality, every day ...

The training center will have on focus OUR PEOPLE, through:

- Team Development by improving their knowledge of shoe production, work procedures and guidelines (SOP).
- Ensuring a fair and transparent assessment tool for the professional level, necessary trainings and development opportunities at higher positions.
- Forming new experts, by teaching people from the beginning with all shoe manufacturing techniques and company values.

The best investment is the one who goes for knowledge and professionalism. Specifically, this means that: every new employee will have the opportunity to be trained and only after evaluation will start work at Prodyn. Also, we want the staff currently working on Prodyn to learn everything about quality and working procedures. We want to have the same standard for people who will be hired and for those who are already working in Prodyn. In the following we will develop standards in quality and we invite you all to see together what we know and where we need to learn more. We will keep you informed!

Prepared by: Alfina Qose





*I like the fairness,
the spirit of
colaboration
in PRODYN*



Prodyn, a place where I come willingly every day

1. Albana Bajrami: In Prodyn I feel very good. I value everyones communication.

Managers are very communicative to everyone. Workers are also polite. "Prodyn a place where I come willingly every day."

2. Florjant Kacani: I have exactly a full year working at Prodyn. It was the first working experience for me and I feel very good at work. I'm motivated by the people I work with.

3. Nikolina Manjani: After the previous experience, adaptation to Prodyn has been good and easy in general. My hobby is hairdressing.



Albana Bajrami



Florjant Kacani



Nikolina Manjani



Elton Dervishi

4. Elton Dervishi: In Prodyn I like the fairness, the spirit of collaboration.

My passion is soccer and I played with the team of Partizani up to 20 years.

5. Afrim Gjediku: I like the job, because I'm always in movement and I feel good. I think communication is an important aspect of work. I like cooking and foreign languages.

Interviewed by: Albi Bushi

Varvara:

BETWEEN TWO BIG LOVES



For me cooking is nutrition for the body, while humor is nutrition for the soul. Both of them give, but they also require a lot of love. The passion for cooking has always accompanied me. For me it was a childhood dream, a motivation and inspiration over the years. Cooking means to not differentiate the importance of the dishes, because it is the same as if parents would differentiate their children. I would define my style of cooking: with class, concentration and taste. The one who knows the true taste of cooking will never be ungrateful, while the one who doesn't know, will always remain. Probably the passion for cooking is also related to the humor that characterizes me. The sense of humor has made me stronger and more open to family and society. I like to laugh, to create situations, to look at



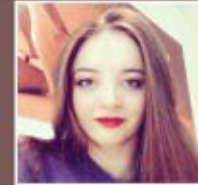
people in the eye because there are so many words that cannot be pronounced by the tongue. I always try to overcome the difficult situations with optimism, because only in this way we can face the challenges and give support to those who need our help.

Prepared by: Rozalinda Kallushi

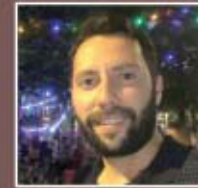
STAFI I FOKUS



Rozalinda KALLUSHI
Administrative Coordinator and Responsible of Fokus



Jonida LLUKA
Human Resources



Julian PALLUQI
Planification Team



Albi BUSHI
Operational Team/SOP



Reixhi MEMO
Operational Team/SOP



Alfina QOSE
Responsible of the Training and Assessment Center



Përparim TUSHAJ
Consultant



Dajana MUHO
Operational Team



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