

Employee Core Values

Be respectful and fair

We treat each other as equals, are fair, considerate, and respectful.

- We respect every person and treat them equally. Job function, religion, sex, skin color, origin, citizenship or education might make us different, but we are equal. Job roles or personal background does not negatively influence the way we make decisions or behave to others.
- We treat people with respect in the way we communicate and interact.
- We express our opinions and alternative ideas positively and based on facts or good experience.
- If we do not agree, we are fair and ask ourselves if we misunderstood the other person. We make sure we give each other time to fully explain our points of view.

Innovate Continuously

We continuously challenge what we do

- Innovation is our key of success. Everyone must innovate to keep LORENTZ ahead.
- We dedicate an appropriate amount of our work time to generate process and product innovations. We motivate our colleagues to do the same. Nothing is right forever, the environment, production methods and technology change.
- We must ask ourselves why we do things if they need to be done and how can they be done better. We are always looking around us to see how we can learn from others to continually improve.
- Innovation can come from small or big changes. We test big changes with business and technical proof of concept.

Be Customer Centric

We “wear our customers hat”

- We think about our customers when we design and build our products and processes.
- We always ask if what we are doing makes LORENTZ easy to do business with. We think continually about how we can improve the experience of our products and processes for our customers.

Communicate with Clarity

Clear, precise, and proactive

- In a global company clear and concise communication is very important. We think about the audience and then decide what needs to be communicated and how to do it.
- When we communicate, we check to make sure that the communication is understood.
- We change our style and methods of communication for different audiences.
- We try to keep the message crisp and clear.
- Where the communication requires an action, it should be clear, have ownership, have a priority and a date for completion. If we are receiving actions and have a conflict of tasks and priorities, we explain this immediately.
- Open communication is important, asking questions where information is not clear, expressing concerns in a proactive and respectful way. If we are concerned about anything we communicate immediately to avoid misinterpretation.
- We share our knowledge with our colleagues to improve our success and efficiency.

Prioritize Efficiency and Quality

This is our focus and what makes us better

- Our differentiators are efficiency and quality. Our products, processes, and behavior should always be as efficient they can be. For repetitive tasks we look for automation. We think about how our improvements can help our customers.
- We look at our market, other markets, and technologies to learn and see how we can improve.
- Quality is the essence of our business. Problems that are identified early are cheap and easy to resolve for us and our customers.