



Member of the UWT Group –  
The Bulk Solids Level Expert



# Equality in Practice

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# Our Company



- German Company – Small Family Run Business – 40 years old
- In Malta since 2001
- Group employs 160 persons
- Head office in Betzigau (Bavaria) approx. 90 persons
- Production Facility in Malta – 18 persons

# Sector




- Manufacturing / Electronics
- Producing Level Indicators for Export
- Various Certifications
- Maltese facility produces high quantities



# Adpro-Instruments

- 14 Production Operators
  - 10 female; 4 male
- 4 Staff
  - 2 female; 2 male
- Vision – Mission – Core Values
- Lean Structure



Adpro-Instruments Ltd  
Member of the UWT Group

**Vision**

To offer excellent support and value adding for the UWT group to become leading experts in level measurement

**Mission**

To deliver the **Highest Quality** at all times with a **Reliable** and **Flexible** approach.

**Core Values**

**Deliver Quality:** applying the right first time approach, with quality being produced and not inspected


**Maintain Reliability:** by producing reliable products, delivering on time, each and every time

**Promote Flexibility:** through training to promote multi-tasking and having a flexible workforce to honour short lead times and accommodate special requests by customers

**Put People first:** by promoting good relationships, embracing loyalty, honesty and positivity, empowering people through inputs in decision making, whilst ensuring a healthy Work Life Balance

**Enhance Communication:** through an Open Door Policy with suggestions and new ideas being welcomed and feedback given, as well as encouraging regular interaction between all employees

**Facilitate Teamwork:** by collaboration, respect towards others, listening to each other and considering differing points of view to create an appropriate solution acceptable to all

 SOLUTIONS

# Diverse Workforce

- Recruitment is easier
- Different way of looking at things
- Creative ideas
- Increased morale
- More effective and efficient
- Increase in productivity
- Employer of Choice



# Diversity in Leadership

- Brings on new skills
- New methods and way of doing things
- Variety of solutions
- Retain existing talent
- Open and inclusive
- Flexible & adaptable to change



# What can be done?

- Start from Recruitment stage
- Conditions of Work
- Equal pay for equal work
- Flexible work arrangements
- Reduced hours
- Meetings
- Support
- Activities



# What can be done?

- Flexible Working Arrangements
- Family Friendly Measures:
  - Reduced hours for employees with caring responsibilities
  - Ex-employees encouraged to return back after marriage / maternity leave even on a part-time basis
  - Full understanding & cooperation when any member of the family requires special attention
  - Work from home when this is possible
  - Open to other measures according to necessity of the employee





# Adpro HR Values

- **Equal Opportunities** – we do not discriminate for any reason and treat all our employees equally and fairly
- **Conditions of Work** – though relatively small, we offer competitive conditions of work that fare better than some larger organisations
- **Internal Promotions** – our employees have the potential to grow with us. We prefer to promote from within, wherever possible
- **Training** – every employee has the potential to excel, therefore we give continuous on-the-job training and sponsor other related training as necessary

# Adpro HR Values

- **Clear and Transparent** – remuneration package for operator levels where they can see how they can progress within the company
- **Communications** – we have an open door policy, where employees can address any concerns they have
- **Teamwork** – we have a strong team environment, which is strengthened by regular meetings, management briefings & social activities



# Discrimination & Harassment

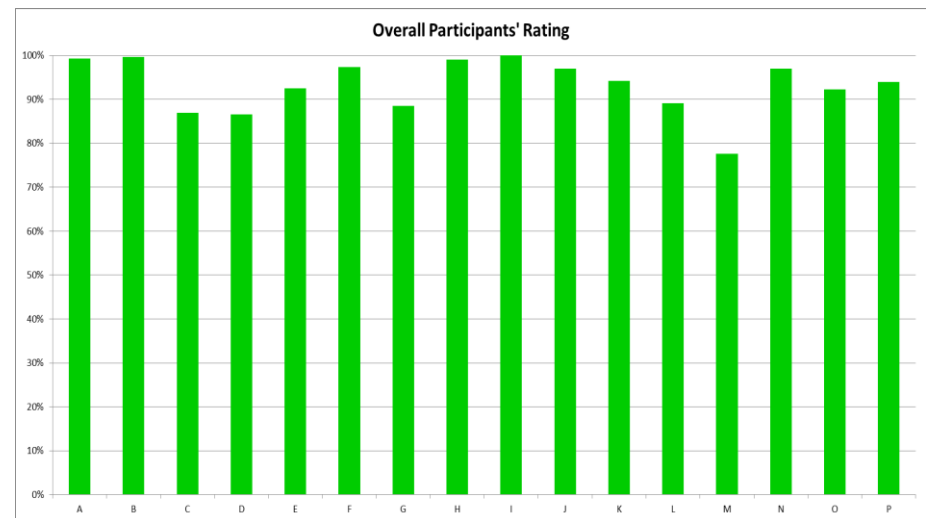
- Everyone deserves to feel safe at work
- Everyone should be treated fairly
- Incorporated in Company Culture
- Employee Handbook
- Equality & Sexual Harassment Training
- Equality Policy
- Sexual Harassment Policy
- Recruitment Policy
- Grievance Procedure



# Some Statistics

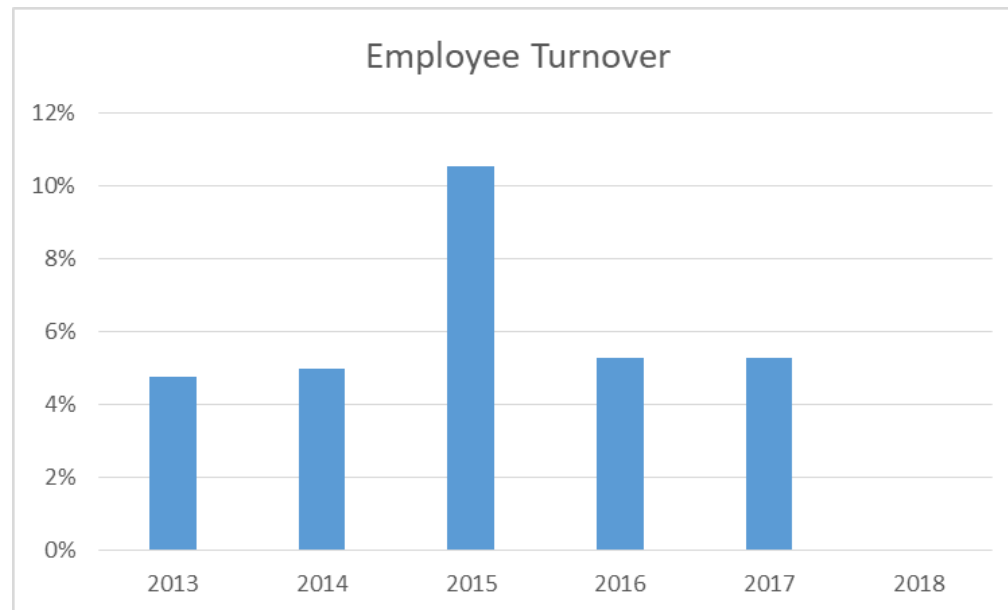
Employee Satisfaction Survey – 93.18% Rating

Ref	Questions	2018 (Apr) Rating
4	Everyone has an opportunity to get special recognition.	93%
9	I am offered training or development to further myself professionally.	93%
11	People here are paid fairly for the work they do.	90%
26	People here are treated fairly regardless of their age.	94%
31	People here are treated fairly regardless of their believes.	94%
35	People here are treated fairly regardless of their sex.	93%
41	People are encouraged to balance their work life and their personal life.	91%
42	People here are treated fairly regardless of their sexual orientation.	96%
46	Management is honest and ethical in its business practices.	94%
47	Management shows a sincere interest in me as a person, not just an employee.	94%
50	I am able to take time off from work when I think it's necessary.	99%
60	Taking everything into account, I would say this is a great place to work.	99%



# Some Statistics

- Average years in company – 7.5 years







Adpro-Instruments Ltd

