



# WORKING AT GRUNDFOS

CHINA

We pioneer change together

be  
think  
innovate

**GRUNDFOS** 



## LIFE WITH US

With an annual production of 17 million units, Grundfos is the world's leading manufacturer of energy efficiency and intelligent water solutions with offices in more than 55 countries and over 19,000 employees worldwide. We are a truly purpose-driven company that has been shaping the industry since 1945. Through the decades, we have sharpened our skills, and to this day, we take pride in delivering water, using as little energy as possible when doing so.

[Discover more about life with us and how we pioneer change together.](#)

### Be a pioneer

The world is growing, and so are we. In fact, we must be one step ahead, because the world is counting on our solutions. We dare to do things that others do not in order to overcome the complex challenge of moving water in the most intelligent way. To do so, we must first and foremost capitalize on our environment for innovation and long-term thinking.

Working at Grundfos, you become part of our unique pioneering culture. We empower you to make bold moves to create new sustainable solutions.

**We are not only employees. We are pioneers.**

### Be a game changer

Our skills commit us to pioneer solutions to the world's water and climate challenges and improve the quality of life for people. We believe that innovation is not only a business opportunity, but an obligation. And what really matters to us is not short-term profit, but the impact we make. We have the determination and power to set the standard for the industry and society as a whole.

Joining Grundfos, you too can drive this change no matter your role.

**We are not only pioneers. We are also game changers.**

### Succeed together

From day one, you will experience that you are part of one big powerful team. We are shaping the industry because we have the right minds, hands and hearts. You can do great things on your own, but together we can do it smarter, faster and more exciting.

Being responsible, helpful and caring are part of who we are. This makes us unique as a company and as a workplace. We are in it together, and we can always count on each other.

**We are not one-man armies. We succeed together.**

**Join our journey!**

# A STRONG FOUNDATION GUIDES US

Grundfos was established in 1945 by founder Poul Due Jensen in Denmark, who believed that there is no limit to what can be achieved together. Today, we continue to believe that the combined talent, passion and effort of all Grundfos employees and our partners hold close to unlimited potential, which is strongly reflected in our purpose and values.

## Our purpose:

We pioneer solutions to the world's water and climate challenges and improve quality of life for people.

“We” – Grundfos and our partners are seen as a strong collective.

“Pioneer solutions” – we do things others cannot or dare not do.

“To the world's water and climate challenges” – we can, will and must play a vital role in tackling these through energy efficiency and intelligent water solutions.

“Improve quality of life for people” – we fundamentally care about people.



# OUR VALUES



## SUSTAINABLE

We run our business in a responsible and ever more sustainable way.



## OPEN AND TRUSTWORTHY

We do what we say, and say what we do.



## FOCUSED ON PEOPLE

We are our people.



## INDEPENDENT

Our main shareholder – now and in the future – is the Poul Due Jensen Foundation. Profit is a means to growth – not a goal in itself.



## PARTNERSHIP

We create value through close relations with customers, suppliers and other stakeholders.



## RELENTLESSLY AMBITIOUS

We never stop challenging ourselves to create better solutions faster.

# TACKLING THE WATER AND CLIMATE CHALLENGES

We are honored and proud of committing ourselves to solve two of the world's biggest challenges, water and climate change. We believe these challenges lay the foundation for the generations to come, and Grundfos can, will, and must play a vital role in solving these through energy efficiency and intelligent water solutions. Therefore, we have clear long-term water and climate ambitions to do whatever is in our power to help achieve the United Nations Sustainable Development Goals, in particular 6 and 13.

6 CLEAN WATER AND SANITATION



## Clean water and sanitation

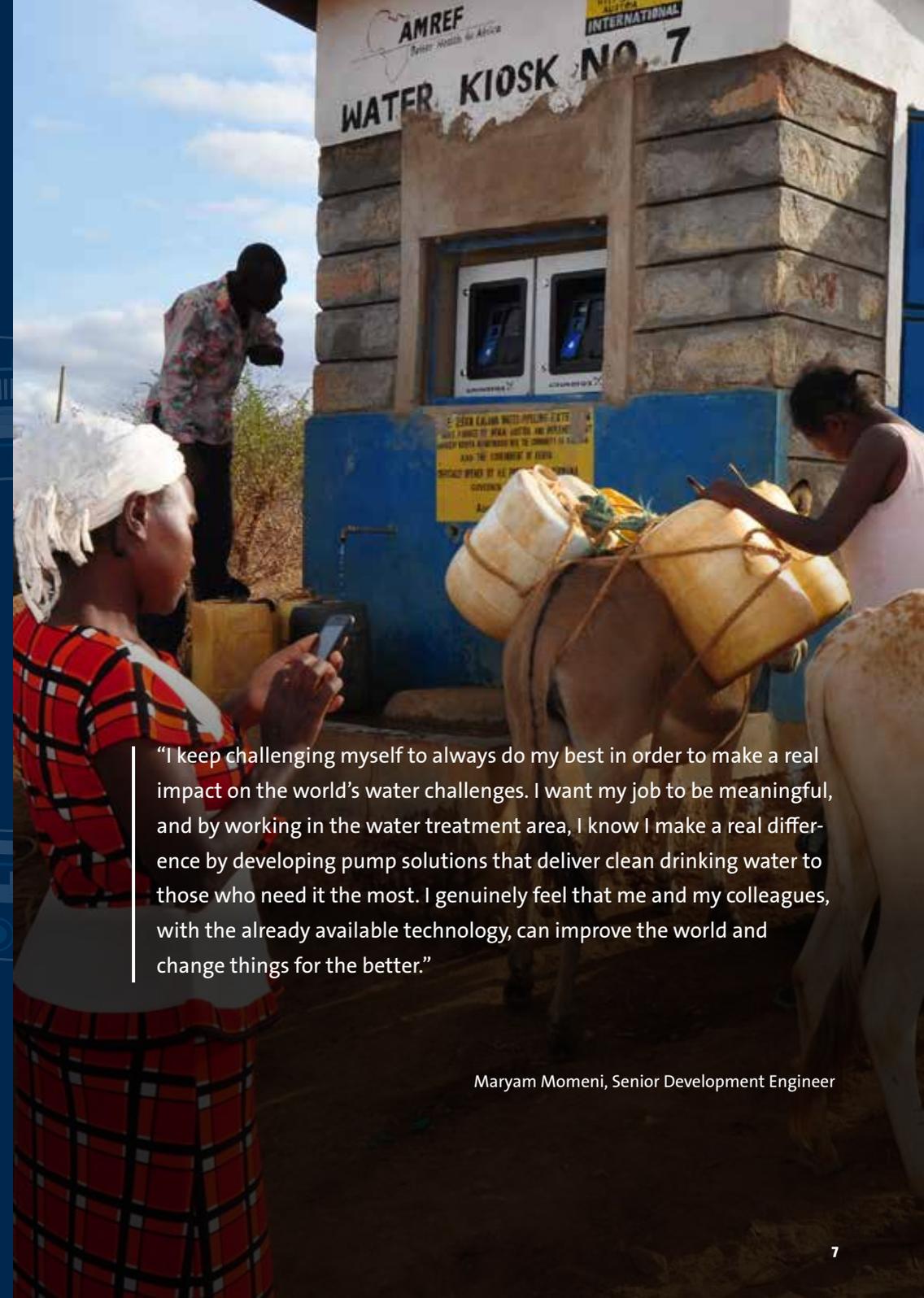
We will halve our own water consumption by 2025. By 2030, we will have contributed to providing safely managed drinking water to 300 million people in need. In addition, through water efficiency and water treatment, we will have saved the consumption of 50 billion m3 of fresh water.

13 CLIMATE ACTION



## Climate action

We will halve our own CO2 emissions by 2025. By 2030, we aspire towards being 'climate-positive.'



“I keep challenging myself to always do my best in order to make a real impact on the world's water challenges. I want my job to be meaningful, and by working in the water treatment area, I know I make a real difference by developing pump solutions that deliver clean drinking water to those who need it the most. I genuinely feel that me and my colleagues, with the already available technology, can improve the world and change things for the better.”

Maryam Momeni, Senior Development Engineer



# GROWTH AND DEVELOPMENT

**We are committed to growing diverse teams of talented, energetic and innovative employees by encouraging you to develop your skills and undertake new challenges – always at your own pace.**

## **Development**

We are committed to spotting and growing the highest potential in all our people. We encourage constant learning and development and strive to foster an empowering environment which continuously enables personal and professional development and career growth. The Performance and Development Dialogue (PDD) is one of the key drivers. In the PDD we set objectives for the period ahead, and we do regular reviews during the year, focusing on both deliverables and development. The PDD is finalized through an evaluation which harvests both valuable lessons learned as well as important focus areas for the future.

## **Training**

Our learning platform G-Learn supports your continuous training by giving you access to learning content on any device, anytime and anywhere. Regardless of your role or position, it provides you with transparent and intuitive training material within for example Applications, Leadership, Project Management, Production, Analytics and AI. We also support external study opportunities.

## **Power UP Grundfos**

Power UP Grundfos (PUG) is a key organizational talent development initiative that enables internal talent pools and employees to take on different or greater responsibilities. The talents undergo a rigorous developmental experience over a course of 15 to 18 months by being exposed to a stretch project ensuring personal insights, formal and informal learning. Mentorship and coaching are key elements in the programme leading to a broadening of perspectives, both personally and professionally.

## **Career Navigation - Building and Developing Careers in Grundfos China**

The purpose of the KNOW, GROW, FLOW framework is to empower employees and managers to development their career as career navigation is relevant to all employees in Grundfos.

We want all employees to pursue own career aspirations and benefit from the many different opportunities within Grundfos. Career development is a joint responsibility between each employee and nearest manager. However, you need to be active and take action yourself.

Career development and career navigation are possible in many different ways. Some employees want to navigate vertically to get more responsibility, some employees want to navigate horizontally to become more specialized. In Grundfos we need both.



# OUR CULTURE

**We are market leaders because we have the right people. Our employees are our most valuable asset, and it is important to us that you feel appreciated at work. We always do our best to create a good working environment, offer the best opportunities, rewards and benefits. Because we fundamentally care about you, your wellbeing and your future.**

## Grundfos China

Grundfos China was established in 1995 and is now one of the high-growth areas. Grundfos China consists of one holding company, two sales companies, two production operations, one each Center, two concept stores, and 10 offices employing more than 1,600 employees. Annual sales exceeded 3 billion RMB in 2019 and our products are widely used in sectors like industry, building service and water utility.

Grundfos China has till now won “Top Employers China Certification” alongside the “Beauty of Industry-2018 Innovative Industrial Enterprise Award” held by Shanghai United Media Group (SUMG) | Jiemian News. We uphold the Grundfos purpose by working everyday to pioneer solutions to the world’s water and climate challenges and improve quality of life for people.

## Water2Life

High on our agenda is sustainability by monitoring not only our own footprint, but by proving ongoing support to initiatives such as Caring for Climate and Walk for Water. Our employee programme, Water2Life, is the largest one with colleagues active in more than 35 countries. The purpose of the programme is to fundraise for clean water systems to those in need, and since 2010 Grundfos employees have raised more than €600,000, providing clean sustainable water systems for over 50,000 people in Kenya, Vietnam and Honduras.

## Diversity & inclusion

At Grundfos, we believe strongly in diversity and inclusion, and it is important for us to treat employees equally irrespective of gender, age, disability, race, and religion. We care about the health and well-being of our people, and we are committed to social inclusion and employing people with reduced work capacity.

## Flexible work arrangements

Grundfos actively encourage a healthy work-life balance in the workplace by offering flexible work arrangements to suit individual needs. We are also committed to providing an adaptable working environment which can accommodate changes in personal circumstances.

## Reach for the stars programme

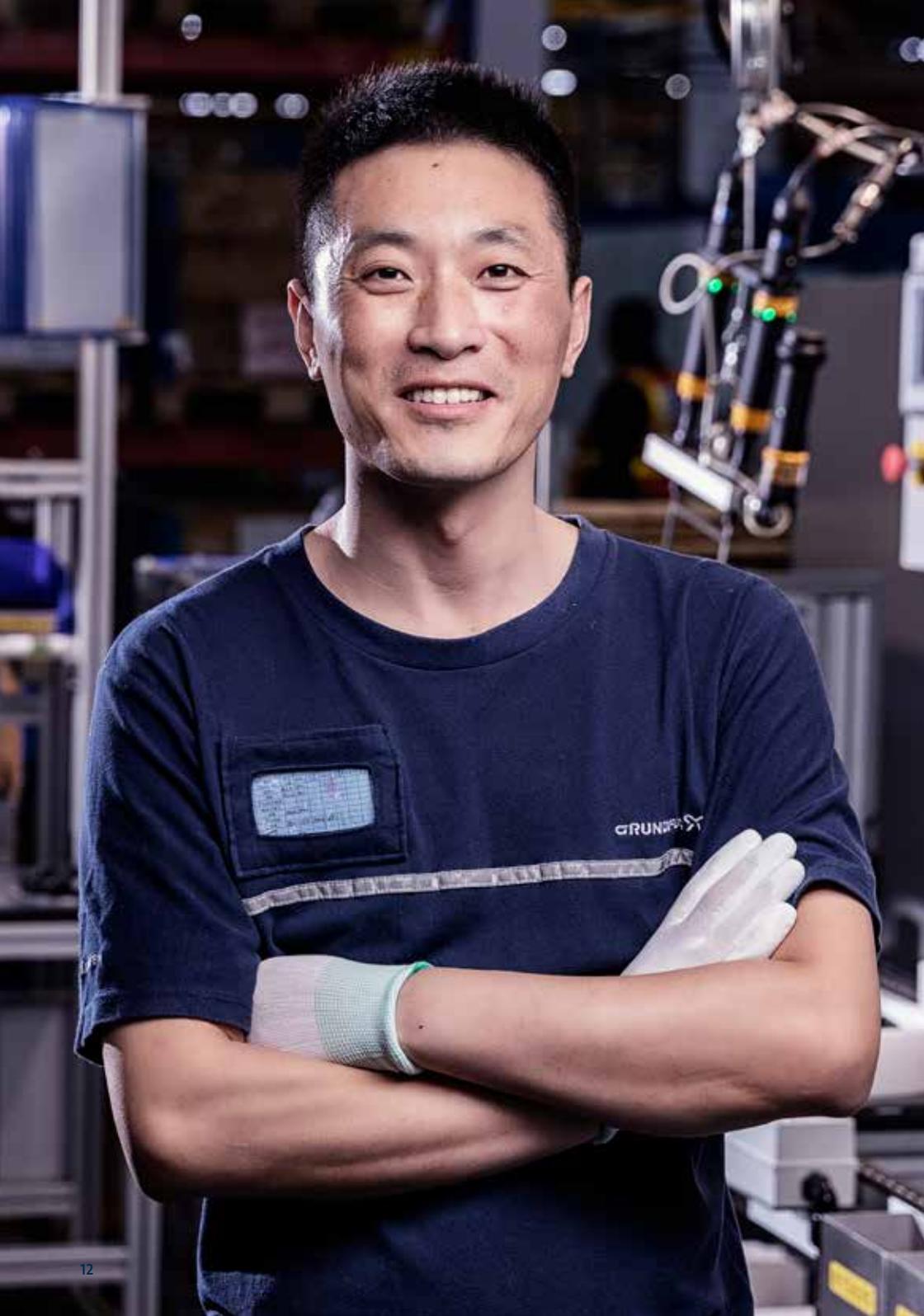
The programme is about recognizing talent, acknowledging outstanding sales achievements and sharing success. It not only rewards top sales staff on a quarterly basis, but the top performers globally are invited to a grand conference each year to celebrate their victory, network with global colleagues and most importantly share great ideas and best practices.

## International assignments

As we are a global company, many employees have the opportunity to undertake challenging and rewarding assignments abroad whether it be for a specific project, training, or simply networking and knowledge sharing.

**“How to make vague marketing needs into practical and deliverable products? That requires all functions to collaborate throughout the whole ‘system solution supply chain’. Any un-tight link will cause unsuccessful innovation. Here, in Grundfos, the sincere and high efficient collaboration is a solid foundation for innovation. Standing on the shoulder of giants, makes me perform to my best ability.”**

Liping, Lu - Solution Supervisor



# BENEFITS AND INCENTIVES

We offer a number of benefits and incentives in addition to base compensation.

## Annual incentive scheme

If the business is doing well, rewards flow on to employees based on business unit, team, and individual KPI achievement.

## Merit review

Whilst annual salary increases are not guaranteed, comprehensive reviews are conducted each year which take into consideration the following:

- Employee performance
- Internal relativities
- External market data.

## Employee referral incentive

If an employee refers a candidate and the person is hired and complete the probation period, the employee is entitled to receive referral incentive.

## Long service award

The long service award is to sincerely appreciate your efforts and commitment for the long service year. We will issue the certificate and gold coin or equivalent at the Townhall meeting every year to express our heartfelt appreciation.

## Gift and rewards

We celebrate the important moments with you and provide special holiday gifts on major Festivals and on your birthday.

## Comprehensive benefits package

Grundfos provides a comprehensive and attractive benefits package including statutory social insurance, supplement commercial insurance, medical check-up, diversified local benefits activities etc. These benefits items are sufficient and in line with the prevalence of the market. We provide sustainable protection for employees and their families, so that employees can enjoy their work and life better with Grundfos.

## Grundfos Olympics

Every 4 years selected Grundfos employees from all over the world visit head quarters in Denmark to participate in competitions within several different sporting categories. The Grundfos Olympics are all about building new friendships irrespective of nationality, religion or professional position

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# WANT TO JOIN OUR TEAM?

If you are interested in a career at Grundfos, please create a Talent Profile through our Grundfos Careers Page at [grundfos.com/jobs](https://grundfos.com/jobs). This will allow you to search our current open vacancies and register for job alerts to ensure you are the first to be notified when a position of interest comes up.

**GRUNDFOS** 

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