

**Micro Global**



# 泛微精密制造（厦门）有限公司

*Global Expertise in Precision Manufacturing Solutions*



# 1. 公司介紹

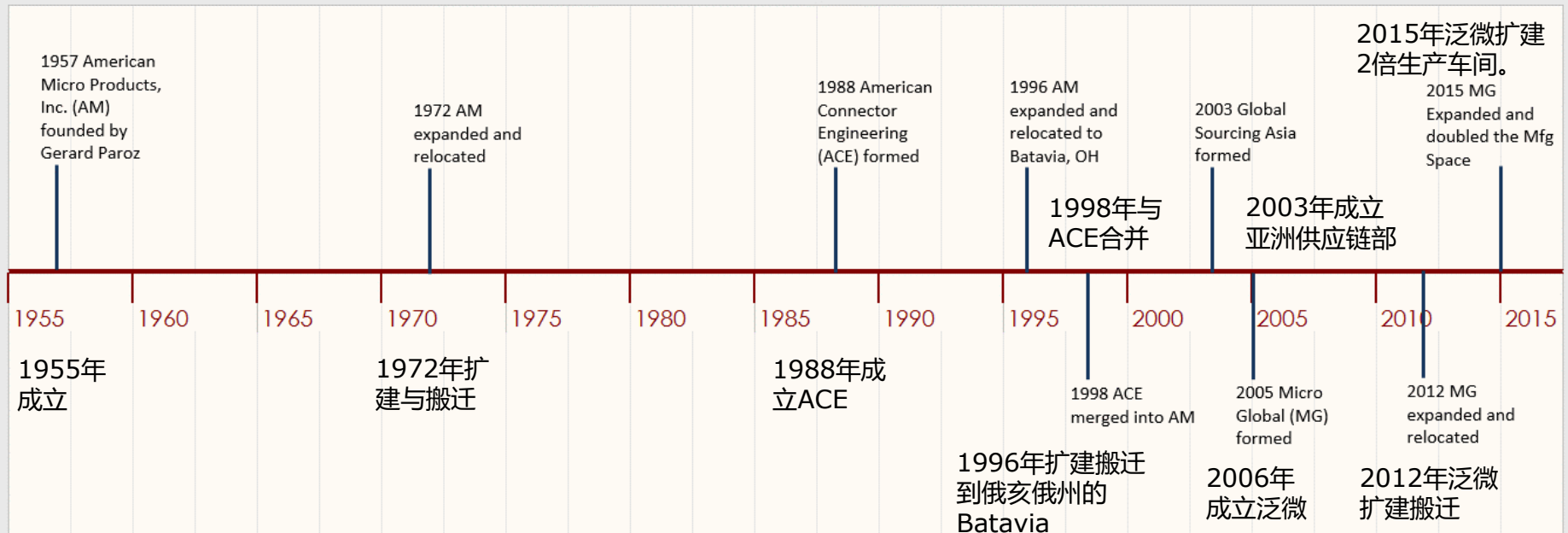
**Micro Global (MG) 是美国American Micro (AM)在中国投资的全资子公司**

- ◆ **Paroz家族来自于瑞士，1957年在美国成立American Micro Products**
- ◆ **2006年在中国厦门成立Micro Global 泛微精密制造（厦门）有限公司**



## 我们母公司AMPI的历史

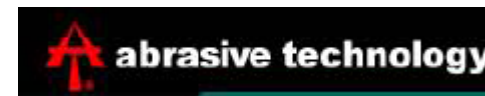
### History of American Micro



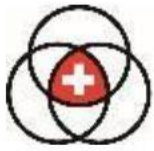
- **Aerospace**
- **Engine/Fuel Systems**
- **Fluid Power & Flow Control**
- **Medical/Dental Devices**
- **Other Applications**







Engineered for life



**American Micro**  
Global Expertise in Precision Manufacturing Solutions

# MG的主要客户

**CATERPILLAR®**



**Sanbor**  **Medical**



**BENTELER** 

**AMERICAN SHOWA, INC.**



**invensys**

**GE**



**富驰高科**  
*Future High-tech*



# 高新技术企业 证书

企业名称：泛微精密制造（厦门）有限公司

证书编号：GR201935100473

发证时间：2019年12月2日

有效期：三年

批准机关：





Bureau Veritas Certification



## Certificate of Approval

Awarded to

**Micro Global Ltd.**

First Floor of No.7 and First Floor of No.11, Pingcheng North Road,  
Haicang District, Xiamen City, Fujian Province, 361026, China

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

### IATF 16949 - First Edition

and the applicable customer specific requirements



#### SCOPE

Manufacturing

#### PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

#### PRODUCT(S) DELIVERED

Components for diesel engine fuel injection system, turbo system and chassis

Date Of Certification: 04-01-2022

Date Of Expiration: 03-01-2025

IATF Certificate N°: 439909

Bureau Veritas Certification Certificate N°: CN039298- IATF

Revision: 1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92800 Puteaux - France  
(The official document is in English. Any translations of this document shall be used for reference only.)



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## Certificate of Approval

This is to certify that the Quality Management System of:

**Micro Global Ltd.**

First Floor of No.7 & First Floor of No.11, Pingcheng North Road, Haicang District, Xiamen City,  
Fujian Province, 361026, China

has been audited in accordance with the requirements of EN 9104-001:2013 by Bureau Veritas Certification and conforms to the following Quality Management Systems Standards detailed below

#### Standards

BS EN ISO 9001:2015

EN 9100 : 2018

(Technically equivalent to AS9100D)

#### Scope of certification

Manufacture of Aviation Precision Machinery Parts

Certification Structure: Single Site

This certificate forms part of the approval identified by certificate number: CN042394

Original ASCS Approval: 20-12-2019

Certificate Issue Date: 20-12-2022

Certificate Expiry Date: 19-12-2025

Trevor William Douce  
Authorised Signatory



aerospace  
sector  
certification  
scheme



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Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

Certification Body: Bureau Veritas Certification Holding SAS-UK Branch 5th Floor,  
66 Prescott Street, London, E1 8HG, United Kingdom



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Equip设备	Brand品牌	Model型号	Qty数量	Capability加工精度
超声波清洗机	无锡帕尔弗	PRF-CHD1000FJ	1	-
车削中心	DMG德马吉 (进口Import)	DMG Sprint42	2	0.005mm
车削中心	日本STAR	Star20	3	0.005mm
车削中心	日本津上	B0205	3	0.01mm
车削中心	日本津上	S205A	1	0.008mm
车削中心	日本津上	BO265-II	1	0.01mm
车削中心	瑞士TORNOS	Tornos-CT20	1	0.005mm
车削中心	瑞士TORNOS	DELTA12/4	1	0.01mm
车削中心	南京建科	JIANKE	1	0.01mm
车削中心	佛山德赛格	DSG	1	0.015mm
车削中心	西安北村	20G	5	0.001mm
方正穿孔机	江苏方正	DB703.30	1	0.02mm
方正中走丝	江苏方正	DK77320	1	0.02mm
加工中心	杭州光大	MT1000	1	0.015mm
加工中心	DMG	DMG Miilap700	5	0.01mm
立式双面研磨	河南新乡	2M8463A	1	0.002mm
立式内孔珩磨	重庆聚研	JYJH50-8-10	1	0.003mm
数控无心磨	江苏飞象数控	HCGM-S200	2	0.003mm
无心磨	无锡一机	MT10410A	1	0.01mm
卧室内孔磨床	无锡德莱	593	2	0.003mm
卧室双端面磨	大兴机械	DMM001	1	0.02mm
整体式斜身数控车床CKX6116	杭州光大	CKX6116	9	0.015mm
整体式斜身数控车床CKX6432	杭州光大	CKX6432	14	0.015mm

Equip.	Model	Qty.	Capability
CMM三次元测量仪	Zeiss CONTURA G2蔡司	1	(1.9+L/300)UM
Surfcom轮廓仪	Mitutoyo三丰	1	0.002
Roundness Tester 圆度仪	Mitutoyo三丰	1	0.002
Roughness tester粗糙度仪	北京时代	1	0.001
Hardness Tester 硬度仪	莱州华银	1	2
数显表面洛氏硬度计	莱州华银	1	2
光学影像测量仪	智泰	5	0.005
Optical Comparator投影仪	万豪	1	0.005
杠杆百分表	Mitutoyo三丰	9	0.01
杠杆千分表	Mitutoyo三丰	2	0.001
机械式比较仪	Mitutoyo三丰	6	0.001
三点孔径千分尺	Mitutoyo三丰	3	0.001
数显高度尺	Mitutoyo三丰	4	0.01
数显卡尺	Mitutoyo三丰	6	0.01
数显千分表	Mitutoyo三丰	6	0.001
数显千分尺	Mitutoyo三丰	56	0.001
数显三点孔径千分尺	Mitutoyo三丰	2	0.001
数显叶片千分尺	Mitutoyo三丰	4	0.001







**Tornos Delta 12/4 and DMG Sprint 20**



**DESIGNER DY-366Y CNC Swiss Lathe**



**STAR SB20RG CNC Lathe**

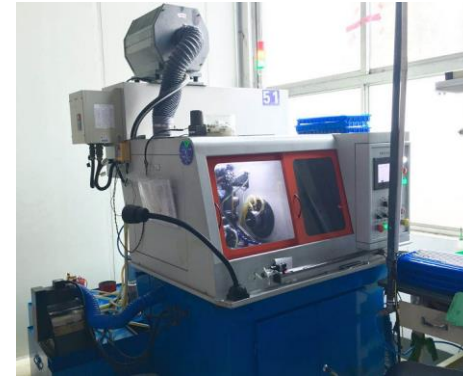


**JIANKE MA25-5 CNC Swiss Lathe**





**Precision Centerless Grinder**



**ID Grinding Machine**



**Honing Machine**



**Lapping Machine**

















## **2. MG优势**

## 一、产品结构优势

**MG**目前已形成从发动机零部件、汽车涡轮增压器零部件、航空系统零部件到医疗、液压零部件等一系列产品，产品结构合理，品种齐全，公司根据市场需求变动迅速作出反应。

## 二、技术优势

我们是一家从事机械制造领域的精密零配件加工的全球化企业，依托总部先进的精密加工技术和国外转移技术，同时汇聚国内行业资深研发人才，泛微精密制造（厦门）有限公司目前已拥有实用新型专利共计**15**项，于**2019**年被评为高新技术企业。在发动机燃油系统，汽车涡轮增压器，航空等零件的加工装置等技术创新方面均取得了重大突破，公司的技术创新能力不断增强，科技兴企的理念在公司得到进一步落实。

## 三、市场优势

经过多年积累，公司拥有了稳定的客户群，公司的核心客户均是世界知名企业，均是公司长期稳定合作的优质客户。针对不同的市场环境，公司采取差异化的营销手段：在国际市场上，公司主要针对需求客户进行市场开发，依靠品质优良、成本低廉的优势进行市场竞争；在国内市场上，公司依托自身的技术优势，将营销目标定位于中高端客户，依靠良好的产品质量和性价比进行市场竞争。

#### 四、产品质量优势

公司坚持将保证产品质量作为生产过程不可逾越的红线，保证产品质量满足客户需求，得到了客户满意认证。

**2006年康明斯发动机零部件启动量产配套；**

**2014年卡特彼勒发动机零部件启动量产配套；**

**2015年通过海拉全球VDA6.3 审核；**

**2017年被海拉授予为A级供应商；**

**2018通过通用电气审核成为其合格供应商；**

**2019年通过德尔福审核，获得产品量产批准；**

**2019年通过BMTS审核成为其合格供应商；**

**2019月通过日产中国的审核，获得量产批准，正式进入日产供应商体系；**

**2019年被授予高新技术企业荣誉证书；**



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**MG被必维国际检验集团授予IATF16949证书、授予AS9100D证书。**





# **3. 我们的客户、产品与质量**





客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
CAT	<p>卡特彼勒有90多年历史，全球雇员超过10万人，是全球最大的建筑工程机械和采矿设备、柴油和天然气发动机、工业用燃气轮机以及柴电混合动力机组的生产企业，是所在领域的技术领导者和全球领先制造商，其产品以耐用著称，在恶劣的施工环境下也能保持较高的设备精度和可靠性。</p> <p>Caterpillar Inc. traces its origins to the early 1900s. With more than 100,000 employee worldwide, CAT was ranked number one in its industry. It is a leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives. CAT product is famous for its durability, which maintains high accuracy and reliability even in the harsh construction environment.</p>	A	<p>MG产品用于柴油发动机喷油器零部件，提供柴油机喷嘴高压通路，同时提供喷嘴阀芯的导向和止位。产品对毛刺、清洁度、端面粗糙度有很高的要求。产品端面用于金属接触直接密封，粗糙的端面会影响密封，造成发动机效率降低；而毛刺脱落或产品不清洁会堵塞喷嘴，会造成发动机抖动、功率下降甚至发动机停机而导致安全问题。</p> <p>MG products are used in diesel engine injector nozzle, which provides high pressure nozzle pathway, guidance and stop valve. The product has a high requirement for burrs, cleanliness and roughness. End face roughness will help for assemble seal in nozzle. And burrs off or debris will plug the nozzle, and cause the engine shaking, power down and even engine shutdown.</p>
领域图片 Industry Photo		产品图片 Products	



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
Cummins	<p>康明斯成立于1919年，是全球最大的独立发动机制造商，其产品线包括柴油和代用燃料发动机、发动机关键零部件（燃油系统、控制系统、进气处理、滤清系统和尾气处理系统）以及发电系统。康明斯在全球范围内的员工超过5万人，有1200多家配套主机厂，配套设备型号和市场应用范围遥遥领先于所有发动机公司。</p> <p>Found in 1919, Cummins designs, manufactures, and distributes engines, filtration, and power generation products. Cummins also services engines and related equipment, including fuel systems, controls, air handling, filtration, emission control and electrical power generation systems. With more than 50,000 employee, and serves for more than 1200 auto factory, Cummins is largest independent engine manufacturers in the world.</p>	B	<p>MG产品是燃油泵零件，对产品毛刺、尺寸有很高的要求。产品出现问题，会出现油料喷射困难，导致喷油油压、喷油时间和喷油量上的问题，进而不能完成气缸的爆燃动作，使整个柴油机启动困难、启动后工作不稳定甚至停机。</p> <p>MG product works in fuel pump, with high requirement for burrs and size. The product failure will cause oil injection issue, affect injection pressure, time and volume, and lead to cylinder deflagration issue. Then the diesel engine will be difficult to start, works unstable or engine shut down.</p>
领域图片 Industry Photo		产品图片 Products	



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
Hella	<p>海拉是全球领先的汽车零配件供应商，是汽车照明、汽车电子产品领域规模最大、历史最久的厂商之一，在超过 35 个国家 120 多个生产工厂拥有 34,000 名员工。海拉集团的特殊应用业务部还致力于研发特种车辆的专用产品和完全独立的应用技术，例如道路或工业照明系统、全套的汽车模块、空调系统和车载电网。</p> <p>Hella is one of the top global automotive suppliers. It develops and manufactures lighting and electronic components and systems for the automotive industry. Worldwide, about 34,000 people are employed in more than 120 locations in over 35 countries. Hella also serves for municipalities, construction machinery and energy suppliers with innovative lighting and electronic products.</p>	C	<p>MG产品用于涡轮增压器废气门执行器，是连接涡轮增压器的废气门与废气门执行器的连杆机构。废气门执行器通过精细控制不同的开度来相应控制不同工况下的涡轮转速，从而控制增压压力，进而控制发动机的输出功率。执行器对MG产品外形装配尺寸、表面处理有很高的要求，产品出现问题会造成执行器连杆机构失效，影响增压压力，进而造成发动机输出功率不稳定。</p> <p>The Pin works in the exhaust door actuator for turbocharger, a linkage connecting the exhaust door and the turbocharger. Actuator works with a fine control of opening to control the rotational speed of the turbo under different working conditions, so as to control the boost pressure, output power of the engine. Assemble related dimensions and heat treatment are key characteristics for the pin. Pin issue will cause the actuator failure, and affect the pressure and cause engine output unstable.</p>
领域图片 Industry Photo	 	产品图片 Products	



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
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Benteler 本特勒集团有 140 年历史，是全球汽车零部件最主要供应商之一，为世界上几乎所有汽车制造商生产配套产品。本特勒在全球 40 个国家拥有 161 个基地，员工人数达到 3 万多名，拥有汽车、钢管、供应链等公司，在材料、制造和技术方面拥有着杰出的竞争力。在汽车结构件、底盘、发动机和排气系统等领域，本特勒是世界领先的供应商。

Benteler was founded in 1876. It is a leading automobile supplier and serves for almost all carmakers. Benteler employs 30,000 people at 161 locations in 40 countries. Benteler business is organized into three legally independent business divisions: Benteler Automotive, Benteler Steel/Tube and Benteler Distribution. Benteler's product groups in auto industry includes Chassis, Structures, Modules, Engine and Exhaust Systems.

D 这是用于底盘系统的脱钩螺母产品，用于汽车故障时拖行的连接，对产品螺纹机械性能和加工尺寸有比较高的要求。足够高的螺纹机械性能可以保证故障汽车被正常拖行，正确的加工尺寸可以保证产品在底盘总成上的焊接定位，从而确保拖行时的正常连接。

These parts are towing hook nut for chassis, used for car towing. Thread and mechanical properties, welding related dimensions are key characteristics for the nut. The nut was welded on the chassis, and strong enough thread will make sure it works well when the car was towed.



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
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**Trimble**

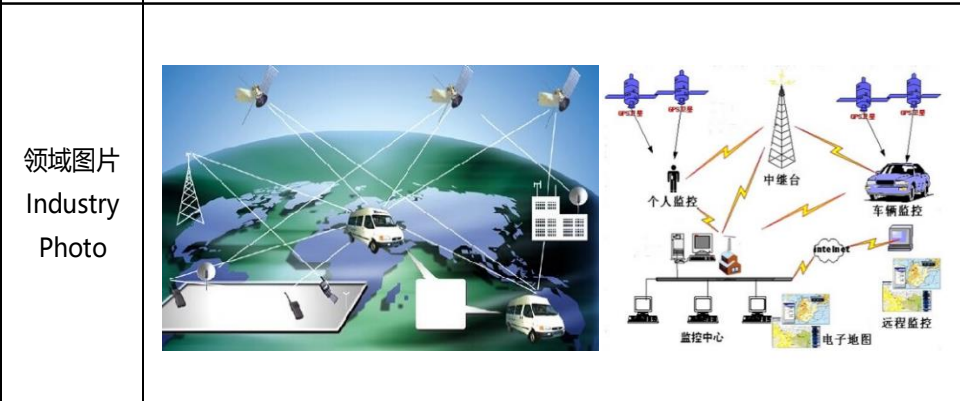
Trimble 是GPS导航、精确授时、无线网同步、大地工程等方面的世界顶级厂商。Trimble一直在GPS技术开发和实际应用方面处于行业领先地位，Trimble设备在世界范围内广泛应用于导航，精准农业，地震-板块运动监测，沉降变形监测，气象观测等高精度应用领域。

Trimble is the world's top provider at GPS navigation, precise timing, wireless network synchronization, and earth engineering. Trimble is leading the GPS technology in development and application. Trimble devices are widely used in the field of navigation, precision agriculture, earthquake - plate motion monitoring, settlement monitoring, and meteorological observation.

**E**

这是GPS定位仪的固定器，用于将精密的GPS定位仪牢固地安放在底座上。同时运动灵活的固定器也方便了GPS定位仪能够灵活进行安装和拆卸。作为精密仪器的一部分，对固定器的外观有很高要求；同时为了固定器装配后操作灵活，需要严格控制各部件的尺寸和相互间的配合。

These are GPS positioning device, to help locate and fix GPS on the base. The device is flexible, and convenient to install and un-install the GPS. As part of the precision instrument, there is a high requirement for the appearance of the fixture. In order to control the device, it is also necessary to strictly control the size of the components and the assemble of the whole device.







客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
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Taeco

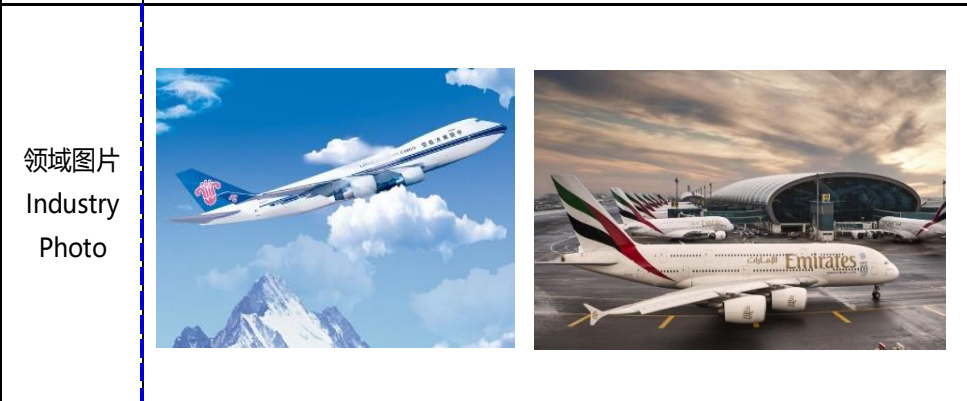
太古集团成立于19世纪初，是根植于亚洲的跨国公司，业务范围包括地产、航空、饮料、海洋服务和贸易及实业。其航空业务以香港飞机工程有限公司及附属厦门太古飞机工程有限公司为基础，是世界上最大和维修能力最强的维修中心之一。

Founded in early 1800s, Swire Group is a multinational company based in Asian. Its business scope includes real estate, aviation, beverages, marine services, trade and other industry. Aviation business of Swire is based on Hongkong Aircraft Engineering Company and its subsidy Xiamen Taeco Aircraft Engineering Company, which is one of the largest airplane maintenance and repair center in the world.

F

MG产品用于飞机舱门系统连接器，对螺纹、内孔装配和产品强度有极高要求。高精度的产品特性保证了飞机舱门的正常开启和关闭，并在高空飞行中保持关紧状态，保障飞行安全。

MG products are used in the airplane door system. Key characteristics for this part include thread, hole ID and strength. High precision parts ensured the smooth opening and closing of the door of the plane, and to keep the door closed during high-altitude flight.



产品图片  
Products



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
Linde	<p>林德集团是工业气体、工艺与特种气体的全球领先供应商，林德产品和服务几乎遍及每个行业，在全球100多个国家拥有大约65,500名员工。林德集团分成三个业务部门：气体，工程以及家庭医疗保健。其中林德工程拥有1,000多项工艺工程专利，并完成了4,000个装置项目，是国际领先的工艺装置承包商。林德叉车是全球物料搬运的引领者，世界领先的叉车制造工厂。</p> <p>Linde Group is a leading global supplier at industrial gas, process and specialty gas. Linde has about 65,500 employees in more than 100 countries, serves for almost every industry. The Linde Group is divided into three divisions: gas, engineering and family health care. The Linde engineering division owns more than 1000 patents, and completed 4000 unit project, is a leading international technology equipment contractor. Linde forklift is the world leader in material handling, the world's leading forklift manufacturing plant.</p>	G	<p>MG产品用于叉车液压系统，对螺纹及产品密封有很高的要求。作为液压系统的一部分，MG产品螺纹正常连接并可靠密封，保证了液压系统的压力输出正常、运行平稳，从而保证被叉货物的平稳、安全。</p> <p>MG products are used in hydraulic system for forklift, which has a high requirement for screw thread and sealing. As part of the hydraulic system, the product is threaded properly and sealed, so the pressure output of the hydraulic system is smooth and forklift keep a stable operation.</p>
领域图片 Industry Photo		产品图片 Products	



客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
Showa	<p>Showa是日本著名的避震系统生产厂商，专业生产汽车、摩托车以及船舶舷外马达高性能避震器，是摩托车避震器的国际顶级供应商。Showa在日本、北美、南美、亚洲和欧洲各国的海外公司和生产基地加起来超过了30个，累计员工13,000多名。除了避震器，Showa的产品还包括电子助力转向系统、传动系统传动轴、无级变速箱/润滑系统油泵以及后备箱液压撑杆等。</p> <p>Showa is a top provide of shock absorber from Japan, specializing in high performance shock absorber for automobile, motorcycle and ship outboard motor. About 13,000 people are employed in more than 30 locations around the world. In addition to the shock absorber, Showa also serves for electronic power steering system, transmission shaft, stepless gearbox lubrication system and hydraulic pump, hydraulic bar for trunk.</p>	H	<p>MG产品安装于摩托车减震器。减震器在摩托车的操控性和弯道稳定性中发挥着关键作用，一方面它吸收了不平地面带来的车身震动，让整个骑行变得更加舒适；同时保持轮胎和地面的接触，保证轮胎向地面的动力输出。为了保证减震器的功能稳定，对MG产品尺寸和装配功能有很高要求。</p> <p>MG products installed on motorcycle shock absorber. The product size is important for the absorber function in order to ensure the stability of the shock absorber. It plays a key role in the motorcycle shock absorber handling and cornering stability, on the one hand, it absorbs the vibration caused by the uneven ground, make the ride more comfortable; at the same time keep the tires in contact with the ground to ensure the power output.</p>
领域图片 Industry Photo	 	产品图片 Products	

客户 Customer	客户介绍 Customer Introduction	产品 Product	产品介绍 Product Introduction
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<p>Rela</p>	<p>Rela是美国医疗器械生产厂商，为医疗器械厂商提供OEM服务。产品客户是世界大型医疗器械跨国公司，涉及主动脉介入、心脏介入、急诊医学、消化病学、放射学、外周血管介入、骨穿刺与肿瘤学、外科与软组织修复、泌尿科学以及辅助生殖技术、妇科及产科学等领域，并在多个学科处于国际领先地位。</p> <p>Rela is a United States based company providing OEM services for medical device manufacturers. Its customer is one of the largest medical device manufacturer and leading provider in many field. Whose business including aortic involvement, cardiac intervention, emergency medicine, radiology, gastroenterology, peripheral vascular intervention, bone puncture and oncology, surgery and soft tissue repair, urology and assisted reproductive technology, gynecology and obstetrics.</p>	<p>I</p>	<p>这是用于胚胎培育箱的支架结构件，对产品外观及培育箱装配功能有很高的要求。MG产品各部件的装配和装配后的整体密封性、表面阳极氧化层对培育箱的温度控制至关重要，合适的温度为胚胎早期的生长发育提供了一个舒适的环境。</p> <p>These are structure parts for embryo incubator. The sealing and temperature control is critical for the incubator, to help form a comfortable environment for the early growth of the embryo. As for the structure parts, the anodize layer and assemble dimensions are very important and play key role to make a good incubator.</p>
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<p>领域图片 Industry Photo</p>		<p>产品图片 Products</p>	
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Micro Global employees are devoted to the goal of **ZERO quality failure**, which is our commitment to the customers and users, shareholders, colleagues and community, and an important part of our social responsibilities.

本着对我们的客户，产品的所有关联使用者，我们的股东，协手共进的同事伙伴，我们的社区和我们效力于社会责任的承诺，**零质量事故率**是泛微员工永远为之奋斗与追求的目标。





- **Components for (Industry served):** Diesel Fuel System
- **Material:** Tool Steel
- **Application:** Injector plunger



- **Components for (Industry served):** Diesel Fuel System
- **Material:** Tool Steel
- **Application:** Injector plunger



- **Components for (Industry served):** Diesel Engines
- **Material:** 52100
- **Application:** Engine brake system component



- **Components for (Industry served):** Diesel Engines
- **Material:** S21800
- **Application:** Engine emission system component



- **Components for (Industry served):** Engine
- **Material:** Stainless Steel
- **Application:** Oil Pump



- **Components for (Industry served):** Diesel fuel
- **Material:** 4140 & 52100
- **Application:** Injector



- **Components for (Industry served):** Aerospace
- **Material:** 15-5 PH Per AMS5659 180-200KSI
- **Application:** Rod End Assy
- **Components for (Industry served):** Aero Space
- **Material:** Aluminum & UV-stabilized nylon 6/6 with 30% glass fill
- **Application:** quick release adapter assembly



- **Components for (Industry served):** Aerospace
- **Material:** 15-5 PH 150-170KSI
- **Application:** Stop bushing component



- **Components for (Industry served):** Aerospace
- **Material:** : 304 Stainless
- **Application:** Connector





- **Components for (Industry served):** Fluid power
- **Material:** Mild Steel
- **Application:** Hydraulic valve poppet



- **Components for (Industry served):** Gas connector
- **Material:** HEX12L14 (Rohs)
- **Application:** Gas pipe connecting



- **Components for (Industry served):** Fluid power
- **Material:** 304 Stainless
- **Application:** Hydraulic valve poppet



- **Components for (Industry served):** Fluid power
- **Material:** Mild Steel
- **Application:** Hydraulic valve poppet



- **Components for (Industry served):** Measuring device
- **Material:** 12L14 (Rohs)
- **Application:** Shell for the Controls



- **Components for (Industry served):** Medical
- **Material:** Aluminum
- **Application:** Test-tube, embryos Nurturing



**High precision represents in  
both Technical Development and Management Process.**

**We delicate to deliver the best Precision!**

**高精密度既展现在技术研发上，也贯彻于管理流程中。**

**我们致力于交付最好的精密度！**



## 4. 企业使命、愿景、目标及核心价值观



## Our MVP

### MISSION

To pioneer a unique business model that will lead the world to a new way of providing precision manufacturing solutions.

使命——

开创独特商业模式**引领世界**提供精密制造解决方案。

### VISION

To be a thriving business recognized as the supplier of choice and a trusted partner providing global expertise in engineering and precision manufacturing solutions for market leading customers.

愿景——

成为被认可的供应商选择和可信赖合作伙伴，拥有繁荣商业，为市场领先客户提供**世界级**专业工程技术和精密制造解决方案。

### PURPOSE

To sustain profitability and achieve manageable growth in order to be agents of transformation in people's lives, empowering them to realize their dreams.

目标——

以可持续性盈利和经营业绩增长的达成，改变员工生活，助力他们实现梦想。

## Core Values

### RELATIONSHIP

Building a solid foundation of relationship with all stakeholders.

关系——

与所有利益相关方建立坚实稳固关系。

### ACCOUNTABILITY

Building trust through integrity, transparency and truth as committed to by our Covenant.

责任——

以诚信、透明和坚守承诺建立信任。

### RESPONSIVENESS

Complete understanding of other's needs and following through with our commitments to them.

回应——

充分理解他人需求，并坚持我们对他人需求的承诺付诸实现。

### EXCELLENCE

Understanding and providing all resources necessary to improve the business management system (BMS) while removing constraints which inhibit growth.

卓越——

了解并提供所有必要资源，剔除制约成长的不良因素，优化经营管理体系（BMS）。



# 泛微经营十大原则

原则一：目标清晰

Principle 1: Objective & Goal

1.1 公司级目标：安全，质量，交期，团队，利润；

1.2 公司级目标展开分解达成部门目标及个人目标；

原则二：及时速度

Principle 2: On time & Speed

2.1 当日事当日处理，处理有时间，全力实现承诺；

2.2 逾期五日未完事项进入特别处理流程保证结案；

原则三：结果导向

Principle 3: Result Orientation

3.1 坚决竖立以明确的目标，按时保质达成为根本；

3.2 直接上司与各员工每月绩效对话以作结果评定；

原则四：奖惩分明

Principle 4: Reward & Punishment

4.1 奖惩机制清晰，做的好有肯定，做不好有指正；

4.2 每周 / 月及时表彰奖励，每年评定年度优秀员工；

原则五：系统规划

Principle 5: Systematization & Planning

5.1 各部门及个人以系统的思想规划工作并执行到位；

5.2 各岗位有例行工作检点表，问题处理机制建清晰；

原则六：标准流程

Principle 6: Standardization & Procedure

6.1 公司部门有标准、清晰、合理、高效的业务流程；

6.2 员工有判断力与主动驱动力促进流程的有效执行；

原则七：稽核创新

Principle 7: Auditing & Innovation

7.1 工作有查核，自查，部内查，部间查，公司稽查；

7.2 持续性改进的思想，有创意的解决工作中的问题；

原则八：爱司敬业

Principle 8: Devotion & Dedication

8.1 热爱公司，以公司利益为重，感恩的心回报工作；

8.2 敬重本岗位，认真努力，不计较有胸怀，有大气；

原则九：诚信友善

Principle 9: Integrity & Friendship

9.1 公司全体诚实对待每一事情，守信用每一份承诺；

9.2 全体员工充满友爱并和善的对待身边每一位同事；

原则十：公正文明

Principle 10: Justice & Civility

10.1 秉持公正与公平思想安排布置处理每一件事情；

10.2 以遵守文明态度有智慧的有效完成每一份任务。



## Micro Global Top 8 Operation Rules in Factory

**1、流程管理：严格按程序文件和流程文件操作；**

**Process Approach: Strictly follow by the procedures and working instructions.**

**2、安全优先：安全生产是完成所有工作的前提；**

**Safety Priority: Safety in production is an essential prerequisite of all the work.**

**3、质量第一：保证质量的条件下完成生产产量；**

**Quality First: Accomplish production output based on the good quality assurance.**

**4、及时反馈：发现问题及时反馈，上报不过夜；**

**Immediate Report: Report once issue happened at the same day.**

**5、主动积极：主动积极参与公司各项改善活动；**

**Initiative Positive: Actively participate in improvement activities of the company**

**6、纪律严明：严格按照公司管理规定制度行动；**

**Strict discipline: Actions strictly followed by company rules and regulations.**

**7、团队合作：团队合作良好氛围完成各项工作；**

**Team Work: Good cooperation and support each other within team member.**

**8、自主提高：主动学习新工艺新知识提高自我。**

**Self-Improvement: Self-initiative learning new technology and new knowledge.**

专业

活力



团队





# Thank You

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