



PLOW

PLOW'S GOAL

PLOW's primary goal is to become one of the world's leading geographically diversified commodities traders with revenue exceeding USD 1 billion within 3-5 years and maintain the leading positions. PLOW has its aim to become a desired integral part of the supply chains for both: producers of raw materials and processors/ finished goods manufacturers, providing a transparent cost structure and outstanding quality of the customary services.

PLOW'S STRATEGY

Using the experience of our team of professionals and constant innovations as a foundation, we build open, transparent partner relations with zero tolerance to lies, concealment of information, commercial bribery, and repudiation. We earn our profits by increasing the economic effect for our partners: manufacturers and processors.

PLOW'S VALUES

1. Open, transparent partner relations with zero tolerance to lies, concealment of information, commercial bribery, and repudiation;
2. Corporate unity – we all work together for mutual success;
3. Professional competence of the employees – deep knowledge of the industry, diligence in fulfilling the work duties, and high level of the corporate culture;
4. Respect, dignity, and importance of each individual – we are against gender, national, race, or any other form of discrimination.

PEOPLE OF PLOW

1. Zero tolerance to fraud, dishonesty, or concealment of information in the team;
2. Respectful attitude towards colleagues;
3. Commitment to corporate goals. We all work together for the mutual success;
4. PLOW promotes enabling and inclusive environment where all individuals are treated with dignity and respect. We are against any form of discrimination;
5. Transparent approach to employees' remuneration and its calculation which is fixed in the employment contract.