


Location	Brno, Czech Republic		
Site area	127,000m ²		
Established	October 2004		
Employees	1,071 (as of February 2021)		
Main products	Compressor and components for air conditioning and heating products		
Certified	ISO 9001	July 2008	
	ISO 14001	July 2008	
	ISO 45001	June 2019	
	OHSAS 18001	March 2010	
	Green Heart Factory	October 2019 Rank: Silver	

Environment: Reducing Environmental Impacts

■ Green Energy

In 2020, we purchased all of the electricity used to power our factory from renewable sources. As a result, our factory is now more environmentally friendly and we were able to reach our key performance indicator for CO₂ emissions.



■ Reducing VOC emissions

Our plant began using new water-based paint in the paint shop that has a much lower VOC content than the previous one. This change has greatly reduced our plant's impact on the environment.

Environment: Protecting Biodiversity

■ Expanding biodiversity

We support biodiversity through our plant. We have installed special boxes that house bumble bees and other small insects.



■ Drinking fountains for birds

In April 2020, we held a craft-making contest for children in which participants made drinking fountains for birds. All participants received a special prize.



Environment: Environmental Communication

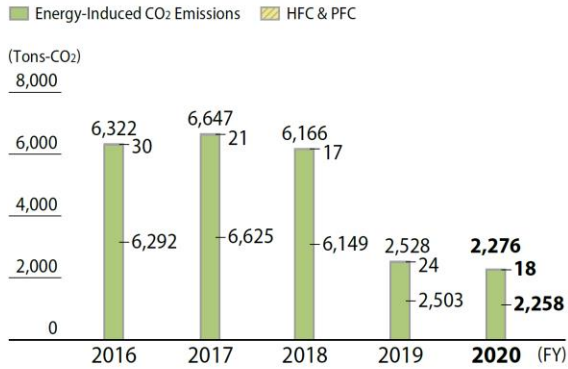
■ Cleaning up the Czech Republic

Daikin Device Czech Republic, s. r. o. once again joined the event called "Let's clean up the Czech Republic." This is a volunteer event to collect waste from the environment. Twenty DDC members took part and collected 22 kg of waste.

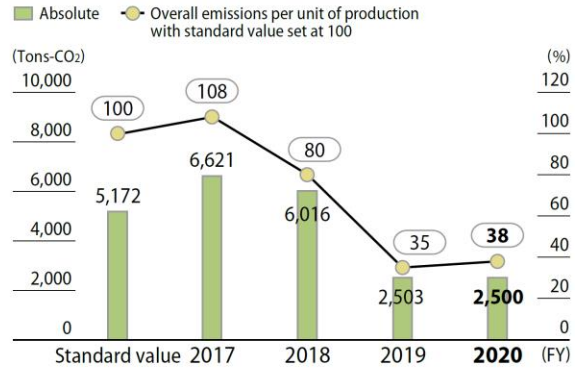


Environment: Environmental Performance Data

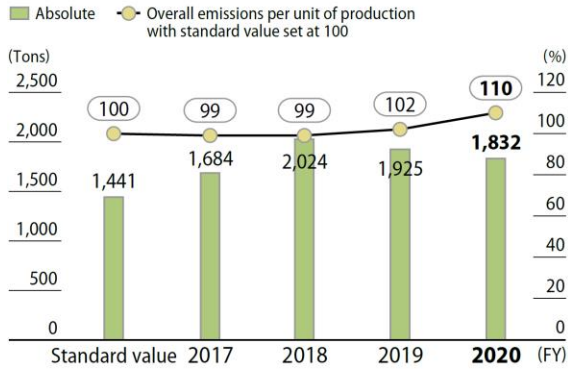
Greenhouse gas emissions



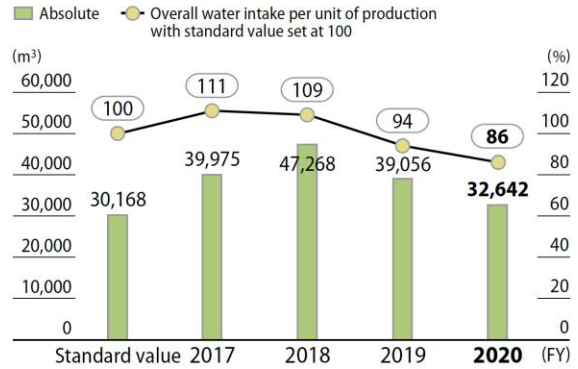
Energy-induced CO₂



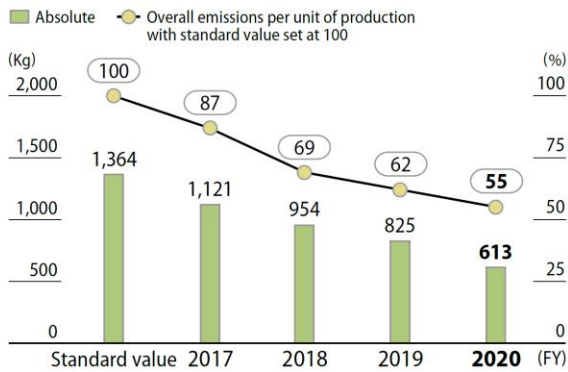
Waste (Including valuable materials)



Water intake



VOC emissions



Customer Satisfaction: Improving Product Quality

■ Aim for further reduction based on continuous activities

- 1) Increase quality level
 - Continuous B/C-Kansa and roll out of CMRs
 - Taking each line speciality into account, we conduct audits whenever changes occur, such as shift up or hiring new employees
- 2) Zero failures on worst lines (Tank, Hydrokit, Pressure Vessels)
 - Quality training for PD supervisors and team leaders
 - Strengthen C-Kansa by reflecting CMRs on the C-Kansa list to foster quality assurance culture

■ Concentrating on the worst three lines based on FY2020 results

TANK - Improved welding process setup methods to ensure consistent product quality.

■ Improving training for new hires

We have analyzed examples of mistakes made by new hires and reflected this information in the new hire training curriculum managed by the DOJO training center. We also regularly supervise and inspect new hires during their initial probation period.

Customer Satisfaction: System to Reflect Customer Needs

■ Roll-out of CMR from FY2020 to other lines after B-Kansa

This ongoing activity involves rolling out the countermeasures taken at one production line to other lines.

■ Quality training for PD members (FM/SV)

This activity is where QC shares with PD members information about previous complaints and solutions, not just from one production line but from all similar lines, then PD members share this information with their teams.

■ Poka-yoke audits

We launched poka-yoke audits to better understand poka-yoke conditions throughout the entire factory. Process auditors check the functionality of all poka-yoke on production lines. If problems are found, these process auditors work with PE/MAI to make improvements.

Human Resources: Training for Employees

■ Additional fire drill on using a fire hydrant

On April 21, 2020, an additional fire drill was held on how to use a fire hydrant for foam spraying. The drill was attended by members of the fire patrol from AFI, SAFI, LOGI, acceptance inspection, outdoor storage and waste management.



■ First aid training

On June 24, 2020, we held first aid training for employees courtesy of the Czech Red Cross. The main topic of the training was helping injured persons in various types of car accidents.



■ Emergency preparedness training

On July 10, 2020, we held practical training on emergency preparedness for employees.



Human Resources: Occupational Safety and Health

■ Workplace ergonomics

In 2020, we participated in a project to improve ergonomics in the workplace. We measure ergonomics and use the results to improve ergonomics in the workplace.



■ New AED

We purchased a new automatic external defibrillator (AED) as well as provided training for foreman and other employees. Information was also added to training curriculum for new hires and for supervisors.



Communities: Environmental Protection

■ Christmas ornaments

In December 2020, we held a craft-making contest for children in which participants made Christmas ornaments. While the top three ornaments received special prizes, all the children who took part were rewarded for their efforts.



■ Bike to work

Employees voluntarily took part in this competition that benefits society in which they travel to work under their own power (bicycling, walking, or running) to reduce car traffic, make the air cleaner in Brno, increase their physical fitness, and promote a better corporate culture.



Communities: Support for Education

■ Prvákoviny! Event for freshmen students at Masaryk University in Brno

As part of our cooperation with Masaryk University and its Career Center we have become a partner to the event called “Prvákoviny!”

This event took place on the morning of September 20, 2020 via Microsoft Teams for freshmen students of all nine faculties of Masaryk University. A total of 1,500 students were given tips on how to manage their studies, met their classmates and learned about the university environment.



■ Job fair – Job Challenge 2020

On November 19, 2020, we attended the “Job Challenge” job fair via Microsoft Teams. This particular job fair allows university students and graduates to meet with attractive employers and view their future career from all directions.



Communities: Other Local Activities

■ Charity run for the Hospice of St. Elizabeth

The organizer of this year’s charity run for the Hospice of St. Elizabeth decided to hold the event virtually due to COVID-19. On September 29, 2020, donning the corporate colors, our colleagues completed their joint virtual run around DDC for the Hospice of St. Elizabeth.

Through this event, we provided a financial donation to the Hospice of St. Elizabeth in the amount of CZK 20,000, providing assistance where it is truly needed.



■ **Plant visit by the Mayor of Brno**

Amid strengthening ties with the City of Brno, Markéta Vaňková, Mayor of Brno, paid a visit to our production plant last week.

During her visit, the mayor listened to a presentation about Daikin, a held a discussion with DDC's management on such topics as the memorandum on CO₂ reduction with the City of Brno and a viewed a demonstration on the production line.



■ **Financial gift for the Brno-Slatina summer festival**

DDC provided a donation of CZK 20,000 to the Brno Slatina Town hall for the summer festival organized by the Mayor of Brno-Slatina.



External Evaluation: Awards

■ **Recertification as a health-oriented company**

Health-oriented company certification recognizes advanced, systematic and long-term efforts to promote a healthy workplace above and beyond the legal requirements of employers.



Logo Health Company