




Location	Neemrana, Alwar, Rajasthan		
Site area	160,000m ²		
Established	April 2009		
Employees	2,853 (as of March 2021)		
Main products	RA, SA, PA, VRV, Chiller		
Certified	ISO 9001	November 2010	
	ISO 14001	August 2012	
	ISO 45001	October 2020	

Environment: Reducing Environmental Impacts

■ Saving electricity with LED lighting

We are continuously replacing old conventional roof dome lights and other tube lights with LED lights in order to reduce electricity consumption and CO₂ emission. This is an ongoing, continuous process.



■ Saving water by reuse

We recycle ETP treated water for reuse after running the water through the newly installed RO and filters. This treated water gets used again in processes. Through this activity, we have reduced freshwater intake from bore-well.



■ Solar panel system installation

We installed a 185-kW solar panel system on the roof. This provides clean and renewable energy with lower rates, which helps in cost saving and CO₂ reduction.



Environment: Protecting Biodiversity

■ Watering

We maintain greenery within our entire premises. STP treated water is used for watering the grass and other green space daily.



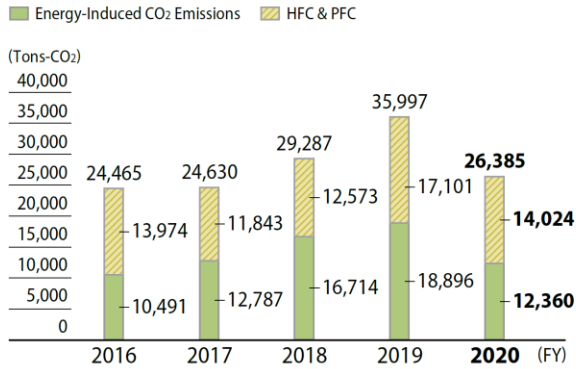
Environment: Environmental Communication

■ Environmental training

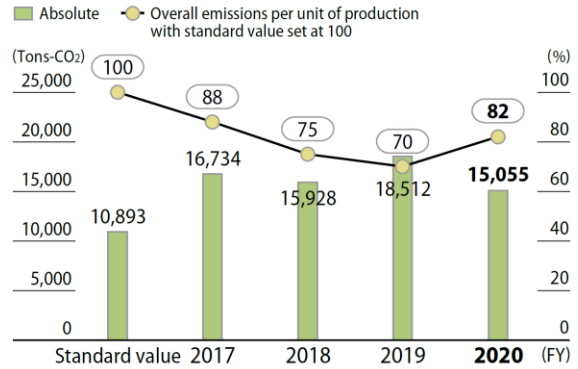
At DA IPL, we continue to implement frequent environmental training to enhance the awareness level among employees and other interested parties. This helps maintain the plant's ISO 14001:2015 certification.

Environment: Environmental Performance Data

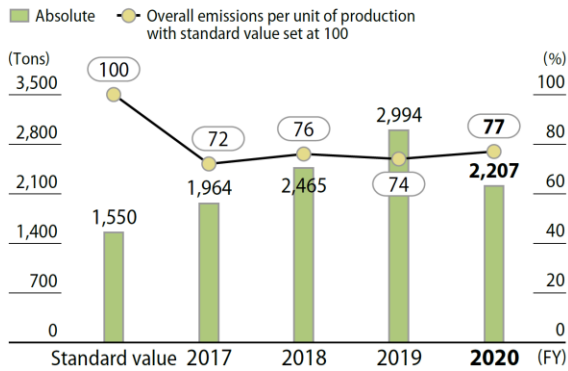
Greenhouse gas emissions



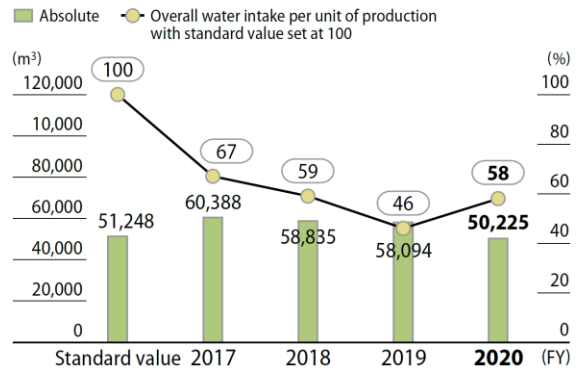
Energy-induced CO₂



Waste (Including valuable materials)



Water intake



Customer Satisfaction: Improving Product Quality

■ Quality awareness activity

Video message/live message from management

Purpose:

Allow QC HoD/Manager to attend daily meetings with Production/QC line staff.

Provide information about the worst defect, line target versus actual performance, and to point out positive areas as well as areas for improvement.



■ Quality reward program

Motivation is provided to QC inspectors, who catch defects not picked up at checkpoints or defects that may cause customer complaints once in the market.



■ DA IPL internal B-Kansa Competition

Purpose:

1. Increase awareness of quality
2. Foster understanding of how to read diagrams
3. Understand the effects of defects on products/customers/product image.
4. Impact of defects on customer.



■ Function test start in B-Kansa

Running of RA IDU machine on the production line to verify the functions of remote and PCB to prevent market failure.



Human Resources: Training for Employees

■ COVID-19 awareness training

We held training for all new hires and current employees on precautions against COVID-19 as per MHA guidelines, along with online training on Mental Health & Wellness in Times of COVID-19. A total of 2,167 hours of training was completed.



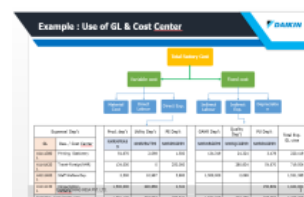
■ Meditation and yoga – art of healthy living

Meditation and yoga are important areas for after the pandemic; therefore, we planned this session to help our employees to achieve a good work-life balance. A total of 215 hours of training was completed.



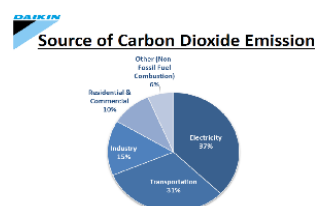
■ Online session on “Finance for Non-Finance Professionals”

An online training session was conducted in order to update employees on financial aspects of the company and the nation’s economy during the pandemic. Various terms of plant finance and their applications, such as Cost Center, GL, and provisions, were discussed. A total of 429 hours of training was completed.



■ Online session on “Basic Information on Environment & Global Warming”

An online training session was conducted to enhance employee awareness of various impacts of CO₂ emissions, effects of air pollution on people, and effects of fluorinated gases. A total of 1,446 hours of training was completed.



Human Resources: Promoting Diversity

■ Diversified workforce

In today’s global economic system, we need to diversify to remain competitive. We hire employees from different states of India, bringing in people with different backgrounds and perspectives, as it leads to better decision-making, greater innovation, and higher engagement in the workplace.



■ **Female employees' (pregnant / with small kids) work-life balance**

Special care is given to employees who are expectant mothers or employees with small kids, by assigning them work from home during and after the pandemic so that they can maintain a good work-life balance.



Human Resources: Occupational Safety and Health

■ **Spiritual training**

Spiritual training is one way to unleash oneself by turning a fresh start, making peace with the past, designing your own destiny and experiencing the self through medication.



■ **Implementation of new ISO standard on occupational health & safety (ISO 45001:2018)**

This standard was implemented at DA IPL in stages by conducting a number of training and updating related documents.

1. ISO 45001:2018 Awareness training for top management, HODs and departmental representatives
2. Gap Analysis of documentation with respect to ISO 45001:2018 and upgrading the documents like OH&S Manual, Procedures, Work Instructions, Formats, etc.
3. Hazard/risk assessment and Legal requirements identification training and implementation
4. Integrated internal auditor training on ISO 45001:2018 for all current internal auditors



■ **Enhancing safety awareness among employees**

In celebrating July as Safety Month, we implemented various activities throughout the month to enhance the awareness of employees,

- Hazard Identification Risk Assessment Activity
- Safety Poster Competition



Communities: Environmental Protection

■ Tree planting

Every year, DAIPL organizes tree planting in and around the plant, where participating employees go to nearby villages and schools to plant trees. These activities help to protect the environment.



■ Building for water recharging

DAIPL constructed water recharging structures and ponds in nearby villages for rainwater. During rain, all the rainwater is returned to the ground through these ponds and structures. This helps in maintaining ground water level.



Communities: Support for Education

■ Establishment of Daikin Japanese Institute of Manufacturing Excellence (DJIME)

The objective is to raise a skilled labour force who will become the main pillar in supporting manufacturing sites by teaching them the Japanese principles of 'Kaizen', 5s, Japanese way of discipline etc.

- 2-Year Course for DETs (768 Hours of Learning)
- Mixture of OJT (On the Job Training) & Class-room Training
- Focus on inculcating within students Japanese manufacturing techniques & culture
- Four semesters with a total of 90 credits/days
- Performance evaluation : Exam scores + OJT feedback

Communities: Other Local Activities

■ Dry ration kits for the poor during COVID-19

We passed out 449 dry grocery item kits to BDO & RIICO office for distribution to the poor and underprivileged communities during the COVID-19 pandemic.



■ **Food packets for the poor during COVID-19**

DIAPL teams distributed 10,000 cooked food packets to the poor and underprivileged communities during lockdown.



■ **Donation of hand sanitizers, face masks and hand wash**

1. We donated 2,000 face masks and 20 liters of hand sanitizer for the sub-divisional magistrate office to distribute to underprivileged communities in Neemrana.
2. We donated 1,000 face masks, 10 liters of hand sanitizer and 5 hand wash for COVID-19 patients in the government hospital located in Neemrana.



■ **Two window AC units for government hospital**

We donated two window AC units for the COVID-19 ward in a government hospital in Neemrana as part of our CSR initiatives.

External Evaluation: Awards

■ **Neemrana Industrial Association Award for Corona Warrior**

Neemrana Industrial Association awarded Mr. Pankaj Dewan and team for their remarkable efforts in the fight against the COVID-19 pandemic.

