




Location	Brno, Czech Republic	
Site area	127,000m ²	
Established	October 2004	
Employees	969	
Main products	Compressor and components for air conditioning and heating products	
ISO 9001 certified	July 2008	
ISO 14001 certified	July 2008	
ISO 45001 certified (old OHSAS 18001)	June 2019 (OHSAS 18001 certified March 2010)	
Green Heart Factory certified	October 2019 rank: Silver	

Environment: Efforts to Reduce Environmental Impact

■ Green Energy

In whole year 2019 we purchased all electrical energy for our factory from renewable sources. Because of that, our factory is environmental friendlier and also it helps us to fulfill our CO₂ Emission KPI 's.



■ Reducing VOC emissions

Our factory started to use new paint in the paint shop. The new paint has a much lower VOC content than old one because its a water - soluble. Because of this change our factory has much smaller environmental impact.

Environment: Activities to Protect Biodiversity

■ Expanding biodiversity

We support biodiversity throughout the factory. In FY2019 we bought special environmental houses for bumble bees and other small insects. It provides home for solitary bees, ladybirds and other beneficial insects. These invertebrates provides the vital role of pollination in our environment. They are also great with pest control.



Environment: Environmental Communication Examples

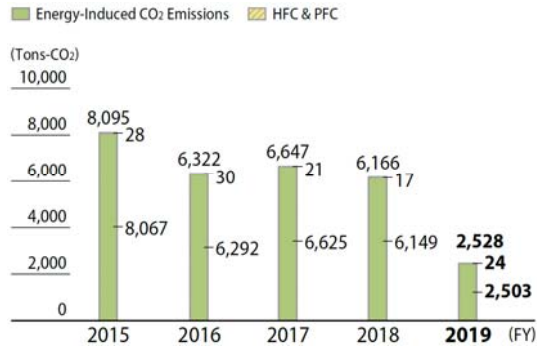
■ Clean up Czech Republic

Daikin Device Czech Republic, s. r. o. joined the event "Lets clean up the Czech Republic." It's event where volunteers are colecting the garbage from the nature. 25 DDC members joined this event and collected 81 kg of waste.

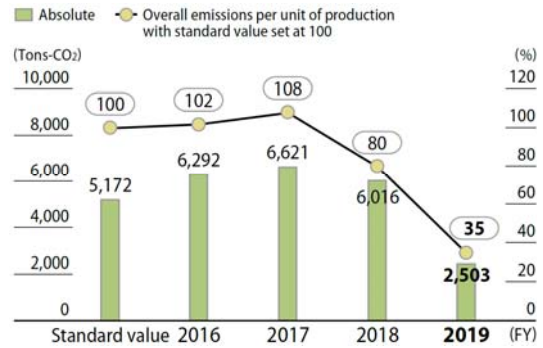


Environment: Environmental Performance Data

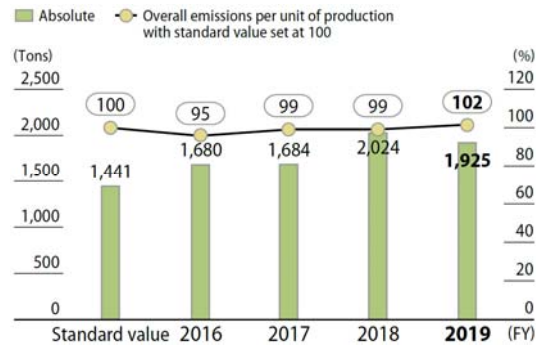
Greenhouse gas emissions



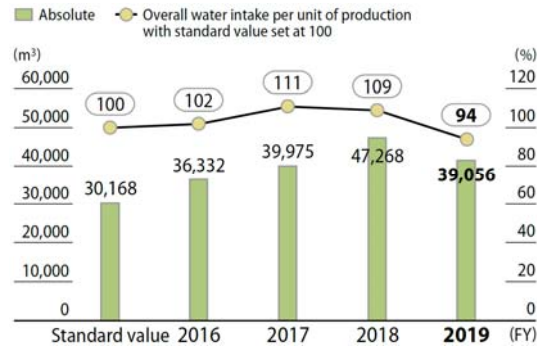
Energy-induced CO₂



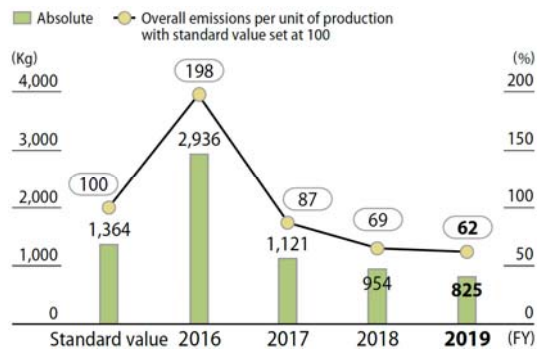
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

■ Concentrate on worst 3 lines based on FY2018 results

TANK (Circumference welding) - Improve welding process setting method for stabilization of product quality.

YC (AMA) - Improve conveyor/stopper/manipulation on pressure station to eliminate fall down of heavy compressors.

PV (Top welding) - To find correct settings and trajectory with improved JIG fixation to improve welding process to eliminate number of leakage occurring.

■ Improving newcomer training

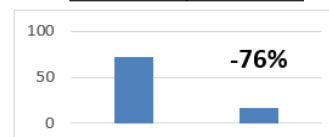
Analyse failures by newcomers and reflect to newcomer training contents managed by DOJO. Periodical supervision and inspection of newcomer on the lines during initial working period.

Customers Satisfaction: System to Reflect Customer Needs

■ Double increasing volume of line audits and product audits

We increased the number of line audits from 1 audit per shift to 2 audits per shift on each line to catch problem directly in process and to find root cause during their occurring. Also we set the number of product audits from 1 audit per shift to 2 audit per shift for each products. Target is to increase the chance to catch problems on product before dispatch NG product to customer. Positive results of this activity are visible on the number of notification from customers.

Number of notifications	
FY18	FY19
72	17



■ Eliminate notifications based on non-conform parts from suppliers

Continuos Suppliers audit for critical suppliers (min. 3/per year)

Supplier CABLEX - supplier a wire harness parts (mis-connection, crimping)

Supplier ZLKL - supplier of sheet metal parts (spot welding process, bending)

Supplier	PPM		NG parts reduced
	FY18	FY19	
ZLKL	3035	185	-94%
Cablex	976	52	-95%

*FY19 data are till only Dec 19

Human Resources: Training for Employees

■ Training: 7 most common mistakes of in manager position

At the beginning of fiscal year 2019, we held soft skills training for our Supervisors and Assistant of section managers to improve their managerial skills.

■ Training: Newly in managerial position

At the beginning of fiscal year 2019, we held soft skills training for our Supervisors and Assistant of section managers to improve their managerial skills.

■ Training: Professional lecturer

In July of fiscal year 2019, we held soft skills training for DDC internal lecturers to improve their lecturers skills and to level-up internal trainings in DDC.



■ Training: Practical training of Fire protection

As a part of supplementary training of fire protection we held on 26th September 2019 in DDC a practical training in cooperation with volunteer fire-fighters from Brno.



Human Resources: Efforts to Occupational Safety and Health

■ New Automatic External Defibrillator

Purchased AED, performed training for foremenn and other interested persons. Info added into trainings for newcomers and for superiors.



Communities: Environmental Protection Activities

■ Christmas ornaments and Easter decorations made from waste

In April and December 2019, we held a craft-making contest for children in which participants made Christmas ornaments and Easter decorations from the waste. The three top ornaments received special prizes, but all children were rewarded for their efforts.



■ ON BIKE TO WORK

On 4th December, 2019, we held the awards ceremony for our company's "On Bike to Work" competition. Employees voluntarily took part for the good of society in this competition in which they travel to work using their own strength (cycling, walking, or running) so they can contribute to less car traffic, cleaner air in Brno, physical fitness, and a better corporate culture. Between May and October 2019, 12 employees competed based on the number of trips and mileage.

The participants logged a total distance of 20,216 km, which equals 2,628kg of CO₂ emission reductions from an average car.



Communities: Support for Educational Activities

■ Day of Companies

At the beginning of FY2019 we took part in the Day of Companies held at Olomoucká technical high school in Brno. At this event, companies introduce their activities to students majoring in mechanical engineering and trades.

■ Excursion of students from Energy Institute, Faculty of Mechanical Engineering - University of Technology in Brno

We think about the future and therefore we are in cooperation with the Energy Institute, Faculty of Mechanical Engineering (Fans and cooling equipment). In April 2019 we organized the tour to the DDC factory for 34 students.



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

As part of our cooperation with Masaryk University and the Career Center we have become partners of the event called "Prvákoviny!"

This event took place in the first half of September 2019 at the Scala cinema for freshmen students of all nine faculties of Masaryk University. 1,500 students were informed about tips how to manage their studies without problems, met their classmates and the university environment.



■ Job fair - Jobchallenge 2019

On November 20, 2019, we attended the "JobChallenge" Job fair at the Brno Exhibition Center, which allows university students and graduates to meet attractive employers and see in all directions their future careers.



■ Summer school for students from Nottingham Trent University, United Kingdom

In May 2019 in cooperation with the Brno University of Technology, we participated in the "Summer School" project organized for students of the partner university Nottingham Trent University in the United Kingdom.

In the framework of this project, eight students worked out on practical task in the field of HR according to our assignment. A part of the elaboration of the project by the students was also a visit of students in our factory in Brno, which included a presentation about the company and a tour in DDC production hall.



Communities: Other Regional Activities

■ Czech-Japanese workshop on technology information exchange

Based on the cooperation between the Brno University of Technology and the Japanese University of Kyushu (Interdisciplinary Graduate School of Engineering Sciences), we were invited to participate in a workshop on technology information exchange. The workshop also included a personal visit by Professor Takahiko Miyazaki, Head of Thermal Energy Conversion Laboratory, to our factory on October 4, 2019.



■ Visit of the Japanese ambassador in DDC factory

On August 22, Ambassador of Japan Mr. Shimazaki visited our factory. During his visit he took a tour of the production hall and then discussed with the company representatives.



■ Donation to the University Hospital Brno - Breath Controllers for babies

Together with 4 other companies DDC in November donated 30 pieces of breathing controllers for newborn babies in Brno University hospital.

As DDC, we donated 7 breathing monitors in total amount 14 000 CZK to the project „Mummy, I am breathing“ organised by the Crossroad Foundation, and within it helps equip Czech hospitals with breathing monitors, preventing the Sudden Infant Death Syndrome (SIDS).

During the first year of life can cause irregular breathing or even apnea. Slowness or respiratory arrest can cause Sudden Infant Death Syndrome (SIDS). At a breathing stop longer than 20 seconds or when the respiratory rate is reduced to less than 10 breaths per minute, the monitor's audible and light signals alert the hospital staff or the parent, so that first aid can be given to the child immediately. The monitor can also detect shallow breathing or apnea pauses.



■ Financial gift for reconstruction of the building of Hospice Saint Elisabeth in Brno

DDC has contributed a donation of 70,000 CZK for the realization of reconstruction of the building of Hospice Saint Elisabeth. The aim of this reconstruction is to expand the current capacity from 22 beds to 45 beds for palliative hospice care.

Hospice of saint Elisabeth is situated in Brno and serves to provide palliative hospice care to patients with incurable disease, patients in the pre-terminal and terminal stage of the disease and professional support to their loved ones.

The financial donation and promotional items for the hospice employees were handed over on Wednesday, December 18th, 2019 directly in the hospice of st. Elizabeth into the hands of his fundraiser Mrs. Dana Zvonková.



Thanks to Daikin from Mrs. Dana Zvonková.

"On behalf of the Hospice of Saint Elisabeth please let me expressed warmest thanks for the Christmas gift bags for the hospice employees. Gifts from your company pleased us very much and meant for the employees of the Hospice of St. Elizabeth not only economic but also human value. Your help is also an indication that our services for the terminally disease and for the care of their loved ones are perceived as necessary and worthwhile. We appreciate your support very much and we are very grateful for it."

■ Pre-Christmas sale of hand made wooden products from the workshop for mental disabled people

On Wednesday 11th and 18th of December 2019 DDC were visited by employees from carpentry workshop "In the pink orchard". "In the pink orchard" is the carpentry workshop for employees with mental disabilities and autism. It is one of the DDC CSR (corporate social responsibility) activities.

These employees organized pre-Christmas sale of their hand-made wooden products. Our employees had a chance to support a good cause and buy a nice gift for their loved ones this Christmas time.

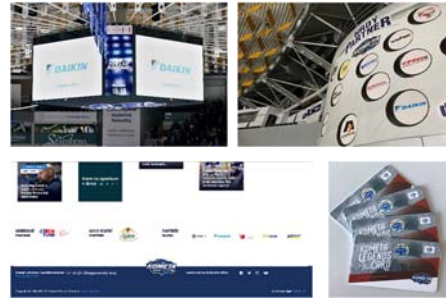


■ Financial gift for the Brno-Slatina summer festive

DDC contributed a donation of 20,000 CZK to the Brno Slatina Town hall for the summer festive organised by Mayor of Brno - Slatina.

■ PARTNERSHIP WITH ICE-HOCKEY CLUB KOMETA BRNO

Since September 2019 we are a business partner of ice-hockey club Kometa Brno. It brings benefits for DDC employees in the form of free tickets for hockey matches throughout the season and many more.



External Evaluation: Awards

■ Recruitment Academy Awards

At the end of November 2019 we attended ceremony of the Recruitment Academy Awards 2019. It was the 5th year of the competition which announced the best HR projects in the Czech Republic. Our job advertisement looking for new production operators was selected by the jury among the TOP5 best job ads of the year. It is a great success in competition of 30 companies that have been nominated in this competition category.



■ Firma pro zdraví

DDC have been awarded by the title Company of Health. It is a quality certificate in the area of employee health care. The event took place on Monday 29 April 2019 in the Senate of the Parliament.



■ Green Heart Factory

In October 2019 DDC been awarded with silver medal in green heart factory competition.

