



Location	Pilsen, Czech Republic	
Site area	117,000m ²	
Established	May 2003	
Employees	2,148	
Main products	Air conditioners	
ISO 9001 certified	July 2006	
ISO 14001 certified	July 2006	
ISO 50001 certified	January 2015	
OHSAS 18001 certified	October 2009	
Green Heart Factory certified	November 2012 rank: Silver	
Super Green Heart Factory certified	August 2019	

Environment: Efforts to Reduce Environmental Impact

■ Testing energy efficiency

Investment of instalation of inverter to the machines below. Electric consumption 118kW/hour (E/2018) was improved to 100kW/hour (E/ 2019).

- 1) The 10HP cooling tower system
- 2) The testroom's pumps
- 3) The 20HP chillers (BCU-A and BCU-B)

■ LED replacement in corridor of EDC

Different between hour consumption is 0.784 kWh.

This is automatic light starting operate with moving sensor. Aproximately lighting per day is 12 hours. This is part of total light change for next 3 years where all lights will be changed into LED.

■ Improvement of solar panel

For better efficiency we changed location and sun direction. Herewith step got by 2/3 higher efficiency. We continue with extension FVE in next step.



■ Abolition of stretch foil

8,387kg/year stretch foil was handled for stripes.
The reduction of waste was 100%.



■ Expansion of rain water collection system

We expanded our rain water collection system to the General office building. Rain water collected from the roof is used in the toilets and watering. This saves about 1,000 m³ of potable water per year.

We also collect wastewater from cooling towers and reuse it in our rain water system.



Environment: Activities to Protect Biodiversity

■ Participation in FLEETCOR Clean Advantage program

The FLEETCOR Clean Advantage™ is an eco-friendly program that gives fleet card users the advantage of offsetting the CO₂ emissions of their fleets and vehicles.

As part of the Clean Advantage™ Program, FLEETCOR supports a variety of initiatives, across numerous projects, that sequester CO₂ locally and around the world.



Environment: Environmental Communication Examples

■ EDC Open Door Days

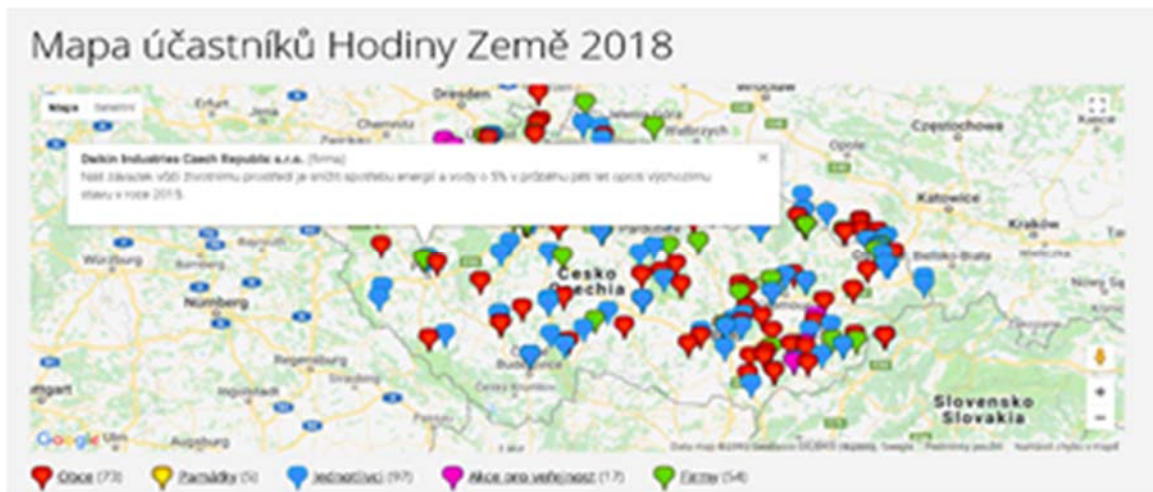
In November 2019 EDC organized event for public visitors to introduce output of development activities, air conditioning. In scope was introduction product improvement and testing and development environment.



■ Join "Earth Hour" movement

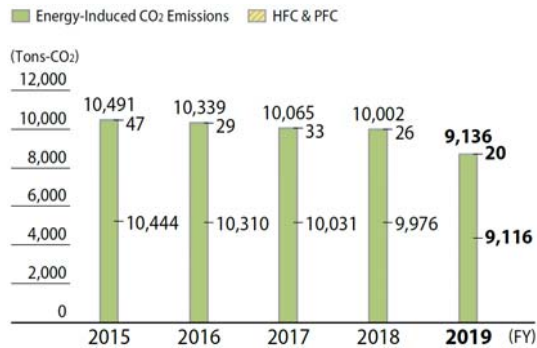
We joined Earth Hour every year. Earth Hour is a worldwide movement organized by the World Wide Fund for Nature.

The event is held annually encouraging individuals, communities, and businesses to turn off non-essential electric lights, for one hour, from 8:30 to 9:30 p.m. on a specific day towards the end of March, as a symbol of commitment to the planet.

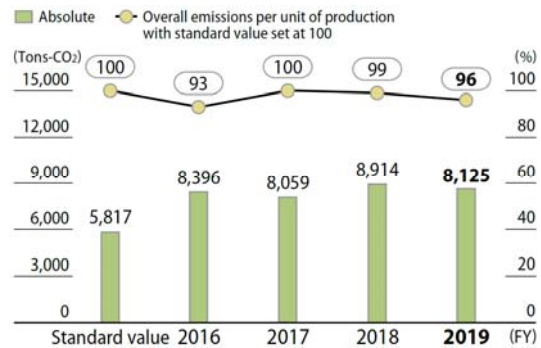


Environment: Environmental Performance Data

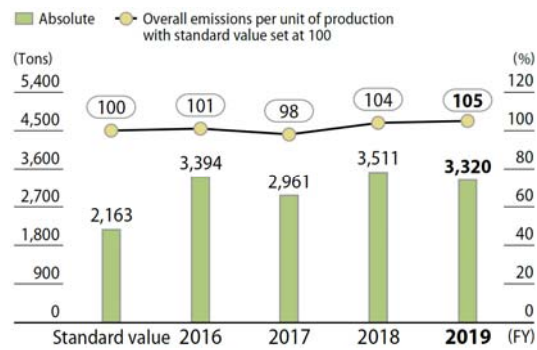
Greenhouse gas emissions



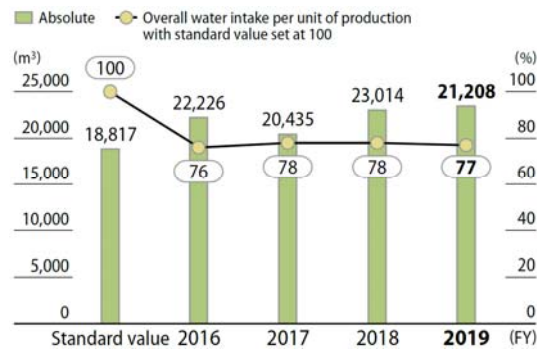
Energy-induced CO₂



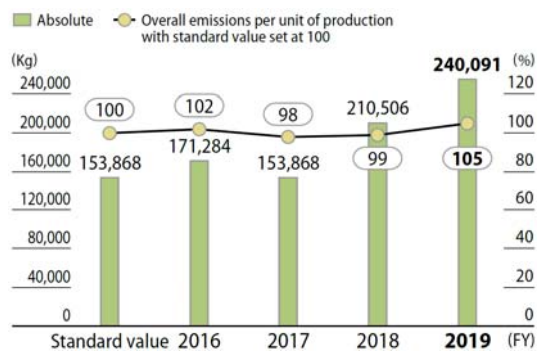
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

■ MQ (Manufacturing Quality) production line audits

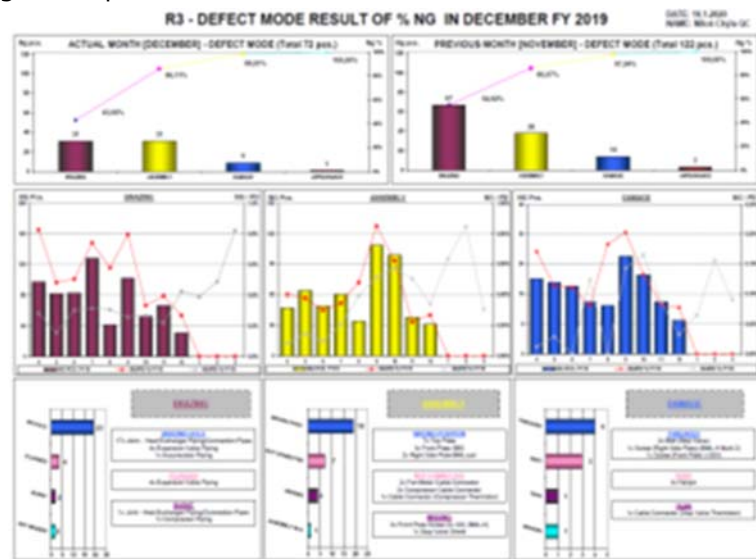
Starting and regular processing of MQ production line audits. Verification of MQ table quality requirements, education process of newcomers and experienced workers as well. Done on the weekly bases. Audits involving not only production lines but production shops (coil shop, plastics, ..) as well. Regular follow up of countermeasures established based on audit findings.



■ NG analysis

Starting and processing with weekly production line NG result meeting.

Based on the monthly NG analyses done on production line NG results (products, parts level) Meeting done between QC and PRD mgr. Pick up 3-5 items based on severity and follow improvement activity on weekly bases. The aim is with help of this activity to be able to reach yearly NG targets on production lines.



■ New QC DOJO (Training center)

New QC DOJO was establish in February 2020 and started on April. It has been provided basic/general quality training for newcomers (adepts for quality positions on production lines) and education for exact positions – e.g. inside inspection, leak test, ...Just now we have two trainers and we are prepared for general education and production lines F4,F5,F6. Other lines will be added later.



Customers Satisfaction: System to Reflect Customer Needs

■ Weekly GIB (Global Information Bank) follow up meeting

Weekly GIB follow up meetings done within QA section. In GIB database customers input claims and request for improvement with related details. Based on this inputs discussion and improvement activity is started in order to satisfy customers needs. QA acts as chairman/controller in order to direct and control activities for improvements proceeded by development or production section.

■ Monthly QA (Quality Assurance) activity

Monthly QA (DICZ QC) and QAC (DENV Quality Assurance Center) discuss the most priority GIB customer claims. Solution and preventive action are discussed and fixed. QAC ensures communication concerning preventive and improvement customer topics within EMEA area. (direct communication with affiliates).

Human Resources: Training for Employees

■ Training for Reliefs, Chiefs, Foremen, Supervisors and Group leaders

This year we continued with the training for Chiefs, Foremen, Supervisors and Group leaders. For first time the training was attended by Reliefs who have the potential to become Chief later on. The trainings run from September 2019 to January 2020, the training was attended by a total of 103 participants, comprising 12 Reliefs, 50 Chieives, 20 Foremen, 6 Group Leaders and 15 Supervisors. Training was focused on the practice in areas: evaluation interviews, motivational interviews, criticizing interviews, prioritization, assigning tasks, cooperation.

■ Management DOJO (Training)

In October 2019, we held special training "Management DOJO III. for managers.

Training was focused on the themes of: Management and Leadership, Communication for leaders, Controlling of emotions and feelings, Providing feedback. The training was attended by 23 managers.



■ Training for EDC (European Design Center) department

During the year 2019 we organized three trainings for employees working in EDC department.

The trainings were focused on Change management, Project management. The third training focused on soft skills (delegation, information transfer, work with time, communication, psychohygiene). The trainings were attended by 14 employees in total.



■ Training for buyers of Purchasing Departments

In January 2019, we held a special training course for buyers working in Purchasing Departments. The course was led by an external lecturer and was focused on "Intercultural Communication" (mainly Japan, China, Thailand, Vietnam). It was attended by 11 buyers.

Human Resources: Promoting Diversity

■ Employing the disabled

We employ eleven people with disabilities, one who is in a wheelchair.

■ Employing Ukrainians for 2 years visa

We have employed 235 Ukrainians (2 years visa) as brazer and worker in the Production.

Human Resources: Efforts to Occupational Safety and Health

■ Improvements of office environment

1. started to increase office environment includes not typical painting, started to purchase more ergonomic chairs what are better for back and cross bounds
2. purchased defibrillator for using not only employees but for visitors or people walking around the factory

■ First aid training

First aid training by external medical doctor what currently working in ambulance. 3 times x 15 persons TTL 45 persons.

■ Comprehensive OSH activities

Occupational safety and health (OSH) is a top priority at our company. Through ongoing periodic safety patrols and safety checks, we have maintained our record of no injuries in the workplace. Continuous first-aid training is open to not only managers but all employees who wish to attend.

Communities: Environmental Protection Activities

■ Donation four Daikin air cleaner units for four children's houses



■ Donation to the Pilsen Zoo

Our company collected donations from employees for the Pilsen Zoo. Under this project, employees could donate and choose one of four animals to adopt. 47 employees donated a total of 11,500 CZK (approx. \$504) and chose a pair of musk oxen. Also, the company donated 30,000 CZK (approx. \$1,314) over two years to support the mating of the two musk oxen.

Communities: Support for Educational Activities

■ Partnership with Pilsen university

Including yearly financial donation 200,000, - CZK.


■ Factory tours for students of secondary school and university



■ **Partnership with two Pilsen secondary schools**

1. We donated 50,000 CZK (approx. \$2,189) per year to each of two secondary schools in Pilsen. We also participated on their open school days for elementary school students who want to major in technical fields in secondary school.
2. The other donation is to provide electronic used parts from AGV's to electrotechnic high school (value is approx. 150,000 CZK)

Položka	ks	Poživovací hodnota/ks	Poživovací hodnota celkem
Raspberry Pi 3b	30	1 190 Kč	35 696 Kč
Arduino Mega 2560	50	1 381 Kč	69 065 Kč



■ **Colaboration with West Bohemia University and research centers**

FY 2019/2020: Repeated measurement Pre-EMC (Electro Magnetic Compatibility) in the research frame (comparison with other laboratory) During research of CO₂ units arised mistake what was necessary to setup in the relationship between DICz, ZCU and DIL.

■ **Donation of multisplit Daikin units for Pilsen high school of mechanical engineering to support their new schoolroom**



■ **Trainee proram for university students and intership for high school students**



Communities: Other Regional Activities

■ AC units for soccer team FC Viktoria Plzeň



Partner of project "Strom splněných přání"/Tree of fulfilled wishes (financial support 40,000, - CZK). Project is focus for children from children's houses.



■ Family Day

In September, we held our annual Family Day for employees and their families.

950 people including children took part in the production line tour and attractions for example the biggest monkey obstacle course in the Czech Republic or parrots and monkey exhibition. This time we focused on environmental awareness in plastic reduction - the beer was draught to cups with refundable deposit.

