



Location	Güglingen, Germany		
Site area	55,000m ²		
Established	February 1973		
Employees	307		
Main products	Development, manufacture, and sale of heating systems		
ISO 9001 certified	July 1997		
ISO 14001 certified	October 2009		
ISO 50001 certified	June 2015		
Green Heart Factory certified	September 2019 rank: Silver		

Environment: Efforts to Reduce Environmental Impact

■ HPSU selected in world-renowned design contest

The Plus X Awards honor the most innovative brands in the categories of technology, sports, and lifestyle. Rotex's new HPSU compact ultra heat pump was chosen by the judging panel as one of 2018's most innovative products. This air-to-water heat pump has been recognized in the categories of innovation, high quality, ease of use, and ecology.

With the HPSU compact Ultra, ROTEX has launched a new generation of heat pumps that operate with the ecofriendly refrigerant R-32. Used in combination with the highly efficient new compressor of the system's outdoor unit, the innovative heat pump achieves outstanding efficiency ratings. The air-to-water heat pump operates extremely quietly, making it particularly suitable for densely populated residential areas.



■ Reducing HFC

Our company has made a major improvement to the production process in order to eliminate the use of HFC. HFC was used in polyurethane (PU) foam because it was a physically driven PU using the blowing agent HFC-254fa. With the improvement, we now use a water-driven PU foam in which the blowing agent comes from a chemical reaction ($R-NCO + H_2O \rightarrow CO_2$).



Environment: Activities to Protect Biodiversity

■ Cooperating in raising honey bees

For about 10 years, honey bees have been losing their habitats, a phenomenon that has attracted significant media attention. Many species of fruit and vegetables, including plants used for feed in the livestock and dairy industries, depend on honey bees for pollination. The livestock and dairy industries stand to suffer greatly from the loss of honey bees.

This is why Rotex is doing what it can to ensure the survival of honey bees. We discovered two hives of bees on our premises. The beehives are in a quiet part of the premises, next to the logistics building and surrounded by a rapeseed field, flower meadow, and fruit trees. The beehives are being properly managed by a beekeeping association in the Zabergäu district.



Environment: Environmental Communication Examples

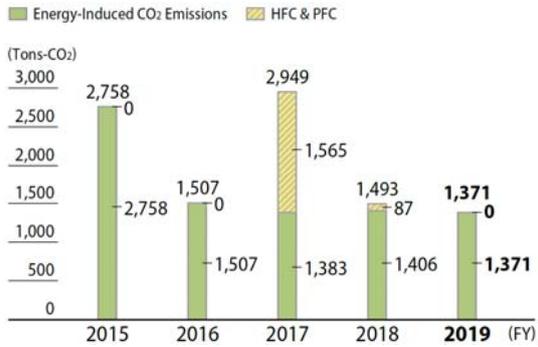
■ Environmental brochure for all employees

We have created an environmental brochure for employees covering things like how to save energy and separate waste. The 18 short stories in the brochure are full of practical tips on using less electricity and protecting the environment in our daily lives.

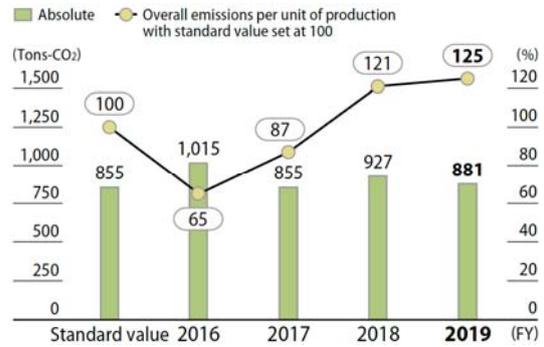


Environment: Environmental Performance Data

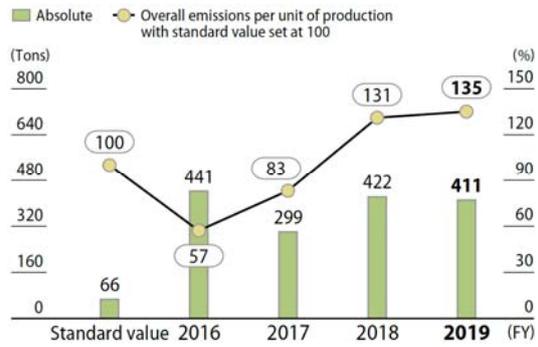
Greenhouse gas emissions



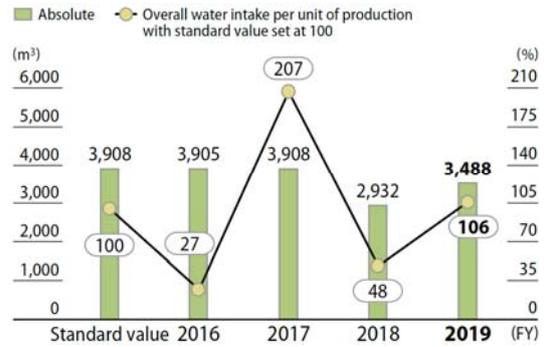
Energy-induced CO₂



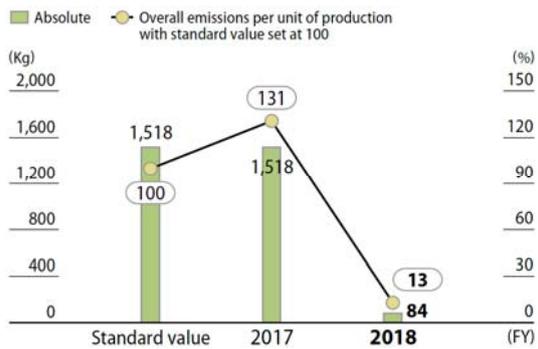
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

■ New engineer position helps boost product reliability

In addition to last year's improvements using the FQAP process (feedback from initial installations in the field), we consequently strengthened our ability to conduct ongoing product surveillance and judgment in the field. We did this by creating the position of product reliability engineer, whose task is to identify possible product weaknesses during the development process. The product reliability engineer organizes weekly TQS circle meetings at which members of our EDC ("Technik"), Quality, and Service divisions bring in the latest market information on product trends and track possible solutions. This alert system has helped us cut claim rates dramatically.

Customers Satisfaction: System to Reflect Customer Needs

■ Advisory board comprising competency partners

The first two meetings of our newly formed advisory council were held on September 18, 2018 and February 8, 2019. At these meetings we discussed product requirements with advisory council members.

■ Periodic customer satisfaction surveys

We conduct periodic customer satisfaction surveys. The last two were held in January 2018 and February 2019.

Human Resources: Training for Employees

■ Training plans to match abilities and desires

Every year, employees undergo individual interviews regarding their job performance. Based on job performance, employees and their managers plan the next stage of training. A record of this is shared with the human resources division. In annual KP training, employees come to realize their potential and are provided with support activities that help them bring this potential to fruition so that they can achieve their career goals. The trainings offered are a combination of technical and soft skills courses and include senior manager and manager training, leadership seminars, English language training, and process management.

In order to further broaden the PCM (Process Communication Model) philosophy, we started two-day PCM workshops for new employees that we plan to open up to existing employees this year.

Human Resources: Efforts to Occupational Safety and Health

■ Promoting awareness through Health Day

On our annual Health Day, specialists in the health insurance field bring various special promotions to the company. This year's offerings focused on body fat, lung capacity, muscle flexibility, and ergonomics.

■ Massages for employees

Every month, a mobile massage service visits the company. Employees can register on their own and Rotex covers part of the cost.

■ Fun run for employees

Rotex participates in an annual company charity run organized in the city center. This year, 52 employees participated and decided that the money sponsored would go to a children's hospital. To prepare for the company run, employees who are inexperienced runners can participate in a free start-to-run program organized by Rotex.

Communities: Support for Educational Activities

■ Employees' children do internships at Rotex

Rotex provides children of employees with internships (BORS and Bogy program) as part of their schools education program.
(Continued from last fiscal year)

Communities: Other Regional Activities

■ Employees run to benefit a children's hospital

Rotex recently donated 600 euros to a foundation called "Great help for little heroes." On the occasion of the Heilbronn city company run, 48 runners from our company put themselves at the service of the "little heroes" and ran for a good cause.

Rotex donated a certain amount per runner, and the Rotex employees decided that this year the money should go to a charitable foundation at the SLK Children's Hospital. Rotex Managing Director Georg Blümel came to the donation ceremony and had the following to say after touring the hospital.

"Every year, we want to use our commitment to do something for others in our region. I congratulate our employees for choosing this foundation, which carries out a diverse range of projects and therapies so that the 'little heroes' can receive individual and holistic care that hospitals can often not carry out due to financial limitations."



External Evaluation: Awards

■ 2nd place in the haustec readers' choice Product of the year 2019 category heat pump

Host Organization:
haustec

