

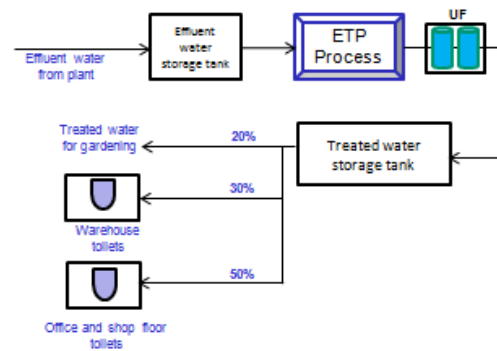


Location	Rajasthan, India	
Site area	160,000m <sup>2</sup>	
Established	June 2009	
Employees	2,089	
Main products	Residential and commercial air conditioners	
ISO14001 certified	August 2012	
ISO9001 certified	November 2010	
OHSAS18001 certified	April 2013	

### Environment: Major Efforts to Reduce Environmental Impact

#### ■ Saving water resources

We are saving water by reusing treated water from the effluent treatment plant (ETP) for the flushing of toilets in the factory and warehouse. This has been achieved by installing ultra-filtration equipment in the ETP. (Continued from last fiscal year)



#### ■ Installing LED lighting

We replaced 125 units of conventional 400-W lighting with 150-W LEDs in the factory and warehouse. (Continued from last fiscal year)



■ **Using underground storage permeation tank to circulate rainwater**

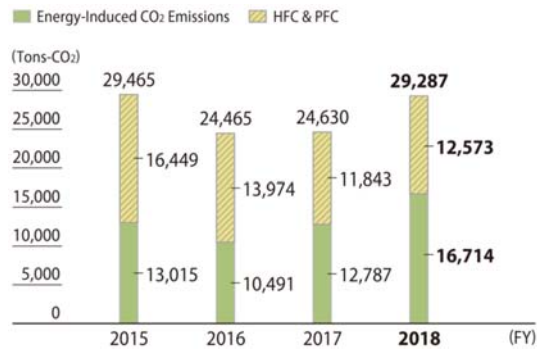
Our plant is in the Neemrana region in the state of Rajasthan in northern India. All of the plant's water comes from groundwater. Because there is little rainfall apart from the short monsoon, we installed a large permeation tank under the plant where we capture and store rainwater. Because rainwater naturally seeps underground, water is circulated in underground water veins. (Continued from last fiscal year)

■ **Reusing water resources through treatment of plant wastewater**

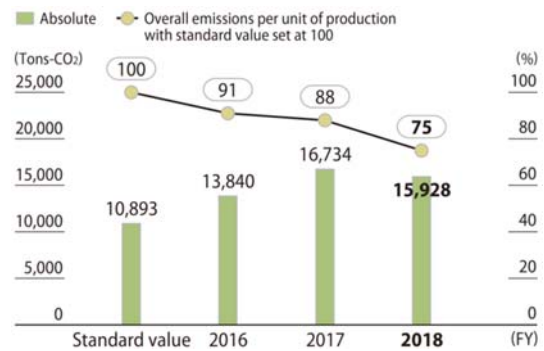
About 60% of the water used by our plant is recycled. Plant wastewater is purified in wastewater treatment facilities, then used for vegetation on the plant perimeter and for toilet water. (Continued from last fiscal year)

## Environment: Environmental Performance Data

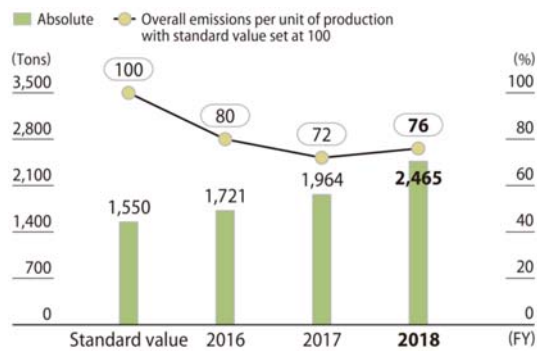
### Greenhouse gas emissions



### Energy-induced CO<sub>2</sub>



### Waste (Including valuable materials)



### Water intake



## Customer Satisfaction: Efforts to Improve Product Quality

### ■ Calling on suppliers to be more conscious of improving quality

We hold business partner briefings and supplier quality meetings so that we can work with them to improve quality.

At quarterly business partner briefings, the goal is to improve the quality of products we purchase by sharing the latest on quality and quality-improvement efforts for these products.

At monthly supplier quality meetings, participants report on and share case studies of fixing quality issues. This helps create an environment in which quality improvement strategy is dispersed evenly among all suppliers. (Continued from last fiscal year)



## Human Resources: Training for Employees

### ■ Improving skills of technicians, boosting motivation

We have a training program to give technicians the skills necessary for manufacturing (brazing, arc welding).

To motivate employees to achieve professional growth, we hold skills competitions twice a year, with the winners going to the Daikin Asia-Oceania competition and the global competition. (Continued from last fiscal year)



## Human Resources: Promoting Diversity

### ■ Hiring regardless of religion or hometown

Our company brings together people of many religious beliefs—Hindus, Muslims, Sikhs, Christians—from all over India to work in harmony. Our policy is to open the job application process to people regardless of where they come from or what religion they practice. (Continued from last fiscal year)



■ **A workplace environment where women can work in peace of mind**

We have a sexual harassment prevention committee, and once a month we invite a female director of an NGO to lead a meeting of all of our female employees. The opinions voiced by female employees at these meetings are forwarded to our company directors in order to help build a better working environment.



We have also established a women-only break room in the factory where women can relax on their own, and a babysitting room for female employees who have infants.

(Continued from last fiscal year)

**Human Resources: Occupational Safety and Health**

■ **Blood donation camp**

Together with the Lions Club Behror, we organized a blood-donation camp where our employees donated blood.

(Continued from last fiscal year)



■ **Meditation and motivation**

A group of our employees spent a week in meditation and motivation training at Brahma Kumari World Spiritual University on Mount Abu. (Continued from last fiscal year)

■ **Greater knowledge and awareness of health**

All of our employees receive a monthly email newsletter with useful health information based on research by university hospitals and other authoritative sources. More information is sent out during Safety Month. (Continued from last fiscal year)



## Social Contribution: Support for Educational Activities

### ■ Donation of computers to school

We donated computers to a local government school to help improve the knowledge and skills of the students. (Continued from last fiscal year)



### ■ Establishment of JIM

In collaboration with Japan's Ministry of Economics, Trade and Industry (METI) and India's Ministry of Skill Development & Entrepreneurship, we established JIM, an institute aimed at developing human resources with a thorough understanding of Japanese-style manufacturing. (Continued from last fiscal year)

