



Location	Sungai Buloh, Selangor, Malaysia		
Site area	115,214m ²		
Established	February 1974		
Employees	2,692		
Main products	Air conditioners, refrigeration equipment		
ISO 9001 certified	September 1992		
ISO 27001 certified	December 2007		
ISO 45001 certified	December 2019		
Green Heart Factory certified	January 2017 ランク : Silver		
Super Green Heart Factory certified	January 2020		

Environment: Efforts to Reduce Environmental Impact

■ Expand usage of renewable energy

Additional 1MW solar panel was installed on rooftop of DAMA building and started to operate in October 2019. Including the existing 1MW solar panel, DAMA have total 2 MW solar panel in operation which estimate can cover up to 9% of total energy consumption for both DAMA & DRDM in FY2020.



■ Reducing energy consumption

Compressed air supply system modified to reroutes the pipe line in order to minimize energy losses, optimize the compressor load according to production planning and reduce pressure of compressed air supply from 6 bar to 5.7 bar. This led to annual CO₂ emission reductions of 1,980 tCO₂.



Environment: Activities to Protect Biodiversity

■ Identified few area to plant flowers as to increase green area in the premise which indirectly improve the environment ecosystem. Total 260 jasmine flower has been planted surrounding the sewage treatment plant which also have to improve the impression toward treatment system. Beside another new green area created which planted with Ixora flower.



Environment: Environmental Communication Examples

■ June Environmental Month

Environmental Month was held in June 2019 with theme 'GO GREEN', an acronym for seven core values: Green heart factory; Optimize natural resources; Global warming mitigation; Reduce, reuse, recycle, recover; Energy efficiency; Eco-friendly products; and Nurture the Earth. The launching was officiated by Mr Tan Yong Cheem -GM and many activities has been organized likes exhibition, recycling day, car pool day, eco-market, charity day and green canteen. Besides, a mobile trucks with several Environment relevant games station was designed which allow worker to experience.



■ Environmental DOJO training & bulletin

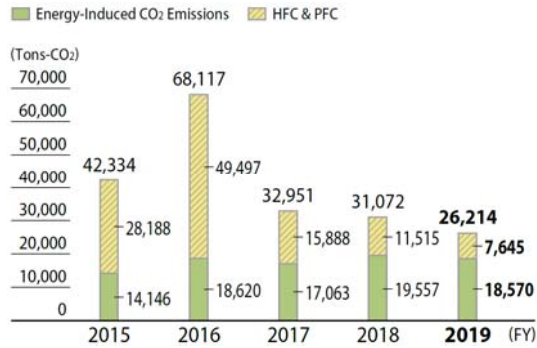
Environmental practice hall was improvise to enhance worker awareness to environment prior to start work. 7 stations was created for all new worker to experience during the 2 days oreintation and total 273 newly trained by internal trainer.



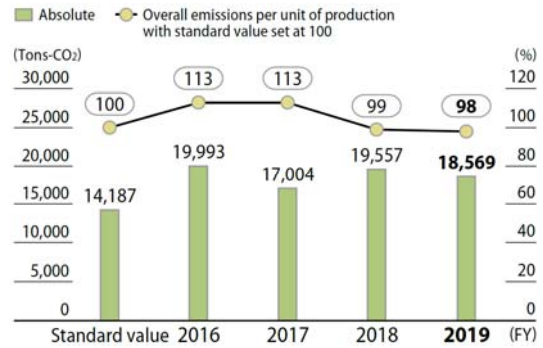
Beside Environment bulletin has been issued quarterly to update all DAMA & DRDM member about development in environment and how can they contribute toward Green Heart Factory effort.

Environment: Environmental Performance Data

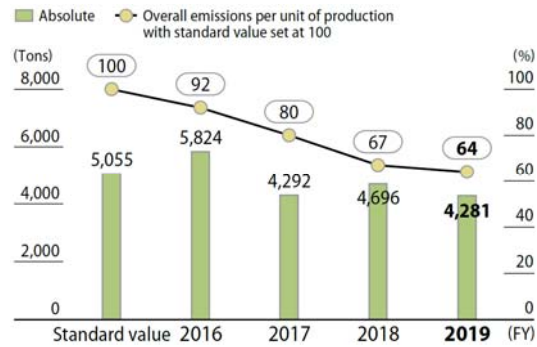
Greenhouse gas emissions



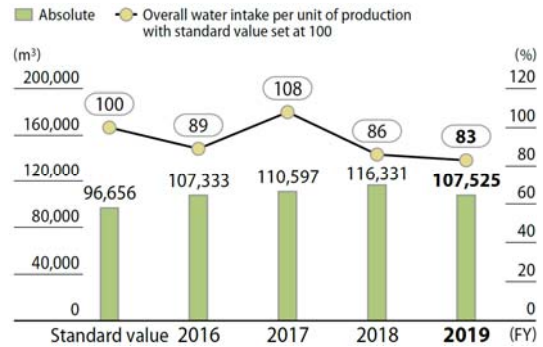
Energy-induced CO₂



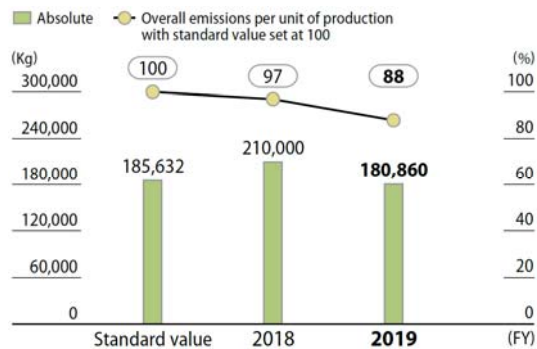
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

■ Supplier Investigation Skill Quality improvement

DAMA Quality Engineer conducted GEMBA check periodically at supplier site and teach on root cause analysis method to help supplier perform investigation thoroughly to help them in finding correct countermeasure. The exercise also participate by DIL QC supporter which indirectly able to level up quality skill of DAMA and supplier site.



■ Monthly Conference (video/face to face) with customer

In fiscal 2019, we continued ongoing conference with customer to update factory improvement activities against market feedback. Beside the session held also help to level up troubleshooting skill.



Customers Satisfaction: System to Reflect Customer Needs

■ Collection and Selling off Pre-loved

DAMA organized pre-loved item collection and recycling day to allow worker contribute the item. Those collected item was then sell at reasonable price which manage to collect money that use for charity activity.



Human Resources: Training for Employees

■ Technician skill Training

Maintenance department conduct theory and hands on class for Electrical and PLC to existing members to enhance their knowledge and troubleshooting skills. The class conducted in small group around 2-4 person/session to ensure more interactions during lesson.



■ Enhancing competency

Competency training for welder and brazer was held to enhance worker skill. Total 188 brazers and 32 welders was trained which also involve vendors and contractors beside DAMA workers. In order to motivate the participant to upgrade their skill, DAMA held internal Brazing competition in year 2019. Since Robotic equipment has been introduced in DAMA, 14 workers has been trained about KUKA Robot to enhance knowledge on robot programming language and control.



Human Resources: Promoting Diversity

■ DAMA Sports Club promotes healthy lifestyle

The DAMA Sports Club holds sports activities throughout the year to encourage worker to practice work-life balance. The sports was participated by different department, level and age, internal and external team to encourage good teamwork spirit. Activities organized includes fishing, volleyball, bowling, futsal and badminton.



■ Improve workers relationship

There are several event organized in promoting good relationship among all DAMA worker. Some of the example

- a) Distribution of goodies during celebration
- b) Long service award ceremony
- c) Competition organize to DAMA to promote good relationship
- d) Provide Influanze vaccination to all worker



Human Resources: Efforts to Occupational Safety and Health

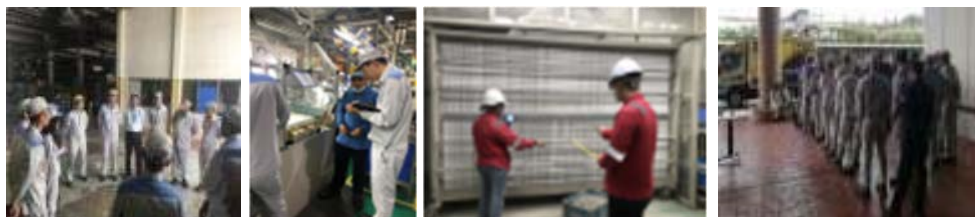
■ 2019 Safety & Health Month

DAMA & DRDM Safety & Health month was hold in April 2019 and we maintain the 'MUSTFIT' theme to continue educate workers on workplace hazards and method to control risk. Content of activity mainly focusing on the main issue found during regular patrol and inspection. Besides, we also had external parties do health information sharing and checkups for our employees.



■ Safety Health Patrol & monitoring

Inspection involved Top Management carried out monthly and special team identified to control day-to-day issue such as quaterly inspection on mosquitos breeding ground and new joiner checking effectiveness. Beside legal monitoring also performed according to planned such as audiometric, chemical exposure monitoring and local exshhaust ventilation checking to ensure compliance to standard requirement set by government.



Communities: Environmental Protection Activities

■ Tree planting at North Selangor Peat Swamp Forest Reserve

Total 40 volunteers were from DAMA & DRDM participated in a tree planting activity at Raja Musa Peat Swamp Forest Reserve, Selangor on 27th July 2019 (Saturday).

Together with other volunteers from different organization, in the end of the event, total 300 tree seedlings were planted in one hectare area of the forest reserve.



Communities: Support for Educational Activities

■ Apprentice Training

DAMA Industry-oriented training program (SLDN) has recruited 22 pax of 2nd batches of SLDN apprentice since 2018. Basically this program combines workplace and institutional training that accredited by Ministry of Human Resources. It involve continuous hands-on training and later at the end of the program the apprentice will be assess and required to seat for the final test. Successful apprentices will received certificate that certified by Department of Skills Development (DSD) Malaysia.



■ Factory visit by student

Total 147 undergraduate from 4 local university visited DAMA to get better understanding on company background and career opportunity offer by Daikin Malaysia.



Communities: Other Regional Activities

■ Dream Come True Program

In collaboration with Department of Social Welfare Malaysia, employees from 7 DAMA group companies have donated necessities items to underprivileged childrens according to their wishlist. Items donated including bicycle, storybook, school items, and sport equipment. Besides, DAMA group companies also have donated 10 wheelchairs to support Wheelchair Assistance Program initiated by Malaysian Welfare Association to those who are needed.



■ Kaizen Award

DAMA organized DAMA Kaizen Award each Financial Year to motivate workers to make more Kaizen Activities.



External Evaluation: Awards

■ Productivity Champion

Host Organization:
Malaysia Productivity Council
Recipient:
Goh Kwee Cheng-Operating Manager Daikin Malaysia

