









Location	Owatonna, Minnesota		
Site area	16,954m ²		
Established	Month 2000		
Employees	440		
Main products	Indoor/Outdoor air handlers & coils		
ISO 9001 certified	December 2017		
ISO 14001 certified	March 2019		

Location	Faribault, Minnesota		
Site area	280,000 Sq Ft.		
Established	Month 1924		
Employees	611		
Main products	Indoor/Outdoor air handling units and coils		
ISO 9001 certified	February 2019		
ISO 14001 certified	February 2019		

Location	Faribault, Minnesota (North)	
Site area	27,871m ²	
Established	January 2019	
Employees	20 (estimated)	
Main products	Indoor/Outdoor air handling units and coils	

Location	Staunton, Virginia	
Site area	340,000m ²	
Established	Month 1954	
Employees	565	
Main products	Air- and water-cooled chillers	
ISO 9001 certified	September 2019	
ISO 14001 certified	February 2019	

Location	San Luis Potosi, Mexico	
Site area	40,000m ²	
Established	Month 2011	
Employees	514	
Main products	Applied terminal systems	
ISO 9001 certified	2013年11月	

Location	Phoenix, Arizona	
Site area	14,800m ²	
Established	Month 2005	
Employees	25	
Main products	Modular Central Plants (MCP)	

Environment: Efforts to Reduce Environmental Impact

(Faribault, Minnesota)



Eliminate additional VOC chemicals from production process.
 Reduce the amount of sheet metal scrap being recycled.
 Eliminate the use of paper towels in factory bathrooms.
 Repair all identified water leaks in the factory

(Faribault, Minnesota)



Stormwater Monitoring
 Wastewater Sampling
 Eliminate outdoor scrap metal storage
 Hazardous waste storage area inspections

(Faribault (North) factory)

■ **LED Lighting installed**

Self dimming LED lighting installed throughout FBN factory both in production and the office.

(Faribault (North) factory)

■ **4 Rebel Applied units installed**

Four New Rebel Applied units were installed at FBN to provide high efficiency HVAC for workers at FBN.

Environment: Activities to Protect Biodiversity

(Owatonna)



Erosion control efforts on East side of site.

(Faribault, Minnesota)



Landscaping around newly constructed stormwater detention basins around the plant
 Tree planting efforts

(Faribault (North) factory)

■ **Increasing greenery**

Widespread landscaping and tree-planting has been carried out around the factory to increase biodiversity and help filter storm water runoff.

Environment: Environmental Communication Examples

(Owatonna)



Conducted outdoor learning classroom at local elementary school on plastic pollution prevention for Earth Day.



(Faribault, Minnesota)

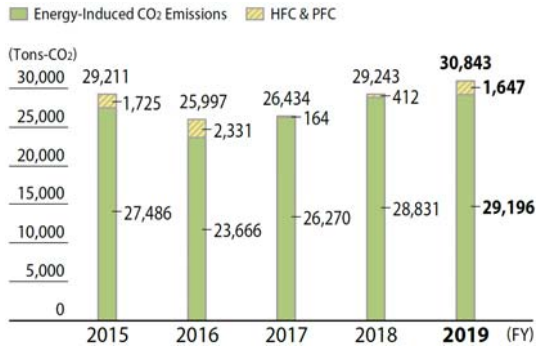


Training on stormwater permit compliance efforts
Training on spill prevention and control measures
Site-wide communication of metrics for CO₂, water, and waste reduction efforts

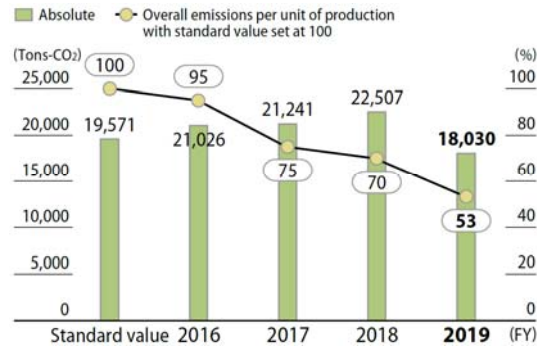


Environment: Environmental Performance Data

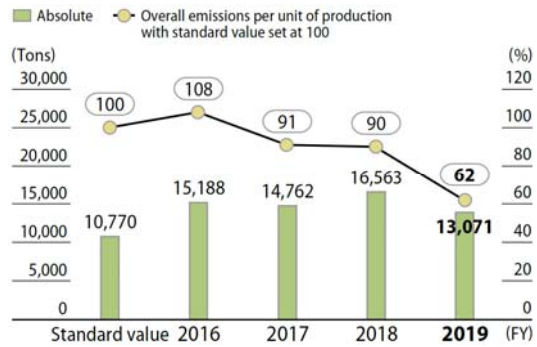
Greenhouse gas emissions



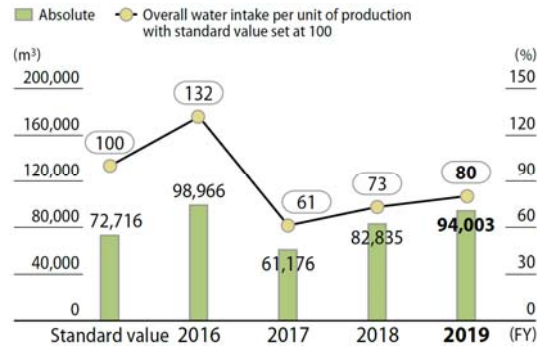
Energy-induced CO₂



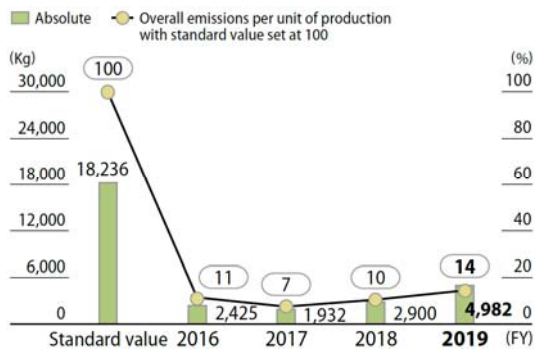
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

(Owatonna)



Packaging improvements with bagging units. Air and Skyline water leak reduction to improve efficiency and customer experience. FMEA work with third party partners to ensure customer expectations are met.



(Faribault, Minnesota)



Kaizen Events

Design FMEA

Warranty Analysis and Trends

Enhanced employee onboarding systems (structured task training)

Customers Satisfaction: System to Reflect Customer Needs

(Faribault, Minnesota)



Various grants for training employees (Pipeline, JTIP, MSJP etc.)



Steve Dierkes, left, reviews advanced laser training from Andy Hopkins, center, and Joel Casper at the Daikin factory in Faribault.

(Faribault (North) factory)

■ **Personal Choice program**

Personal Choice program to improve safety decision making both at work and at home.

Human Resources: Training for Employees

(Faribault, Minnesota)

- - Supervisor I and II training for all people managers
 - Authorized Lockout Tagout Training for machine operators
 - TapRoot© Training for incident investigations
 - Operator training for powered industrial trucks
 - Safety orientation for all new hires
 - Annual compliance training for all employees

(Faribault (North) factory)

■ Range of employee training

Bases conducted the following types of training.

- NFPA 70E Electrical Arc Flash training for Maintenance and Test Stand Operators
- TapRoot© Training for incident investigations
- 4RKY Training for Supervisors and Managers
- Operator training for powered industrial trucks
- Safety orientation for all new hires

(San Luis Potosi)

■
Trainig on ; Radar Chart Safe Start- Personal Choice & Braizing



Human Resources: Promoting Diversity

(Faribault, Minnesota)

- - Engaged in discussions with city of Faribault, MN DEED
 - Engaged in discussions with a Hmong Partnership of MN
 - Engaged in discussions with local community leaders in the Somali community in Faribault and surrounding area
 - Working with several military recruiters and participating in military job fairs

(Faribault (North) factory)

■ **Hiring minorities and veteran employees**

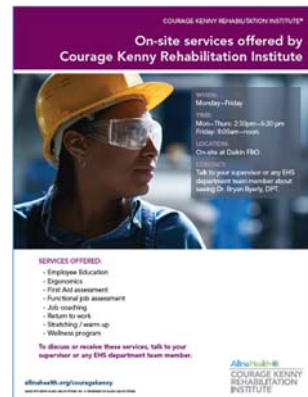
In annual hiring, we engage in affirmative action analysis and use recruiters who specialize in veteran recruiting.

Human Resources: Efforts to Occupational Safety and Health

(Faribault, Minnesota)

■ Partnership with local hospital to provide onsite medical care for employees

- Annual audiometric (hearing) test for employees
- Plant-wide air quality assessment
- Plant-wide noise assessment
- Confined space assessment
- Risk assessment of various production workstations



(San Luis Potosi)

■ **Coronavirus Prevention**

Communities: Environmental Protection Activities

(Faribault, Minnesota)



Volunteer firefighters
Site engagement with local fire department
Volunteer storm chasers

Communities: Support for Educational Activities

(Faribault, Minnesota)



Coaches
Volunteers for Big Brother and Big Sister NGOs

(Faribault (North) factory)

■ Faribault High School Robotics Team

Several of the manufacturing engineers have volunteered to mentor and coach the Faribault High School Robotics Team and a monetary donation was also made to the team.

Communities: Other Regional Activities

(Faribault, Minnesota)



United Way
Daikin Dash
Toys 4 Tots
Backpack for Kids
Member of Faribault Chamber of Commerce

(Faribault (North) factory)

■ Supporting United Way

We support United Way, an NGO whose work includes improving education and health for less fortunate people.

External Evaluation: Awards

(Owatonna)

■ Excellence in Training Award

Host Organization:

Minneapolis St. Paul Business Journal

Recipient:

Daikin MN