

CHROPYNSKA

Engineering. Production. Flexibility.

CSR Report

2022

Chropyňská strojírna, a.s.

CHROPYNSKA, Sustainable Partner for the Region



CHROPYNSKA is one of the leading companies operating in the sector of automation in the manufacturing process on the European market. From the moment of its foundation, we were very well aware of the fact that its high qualities will be determined by individuals of outstanding competence and professional expertise, individuals with a high sense for responsibility and last but not least individuals who love their job. To attract and keep such individuals in our company, we cannot neglect the importance of our social responsibility not only to our own employees but also to our neighbours, our region. I believe this report will help communicate the message to our partners, customers, suppliers and the local community that the philanthropic, economical, environmental and ethical impact of our business is of utmost importance to us.



Ing. František Kudela (Founder and Chairman of the Board) with his son Ing. Robert Kudela (CEO Chropynska Group and Member of the Board)



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COMPANY FACTS

CAPABILITIES

PRODUCTS

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CONTACTS

Company Facts

Company Profile

Joint Stock Company

Foundation June 1992

1300 Employees Worldwide

Family owned and managed

Shareholders

František Kudela	34%
Robert Kudela	33%
Robert Sulma	33%



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FACTS & FIGURES

František Kudela
Company Founder

Facts & Figures



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FACTS & FIGURES

Full Turn-key Supplier



From Manual To Fully Automated Solution



Biggest In-house Fabrication & Manufacturing
in C&E Europe



496

in the Czech Republic

1800+

Employees Worldwide



250

Million € Expected Turnover in 2023



99.000

Square Meters
Capacity

8

Countries



History



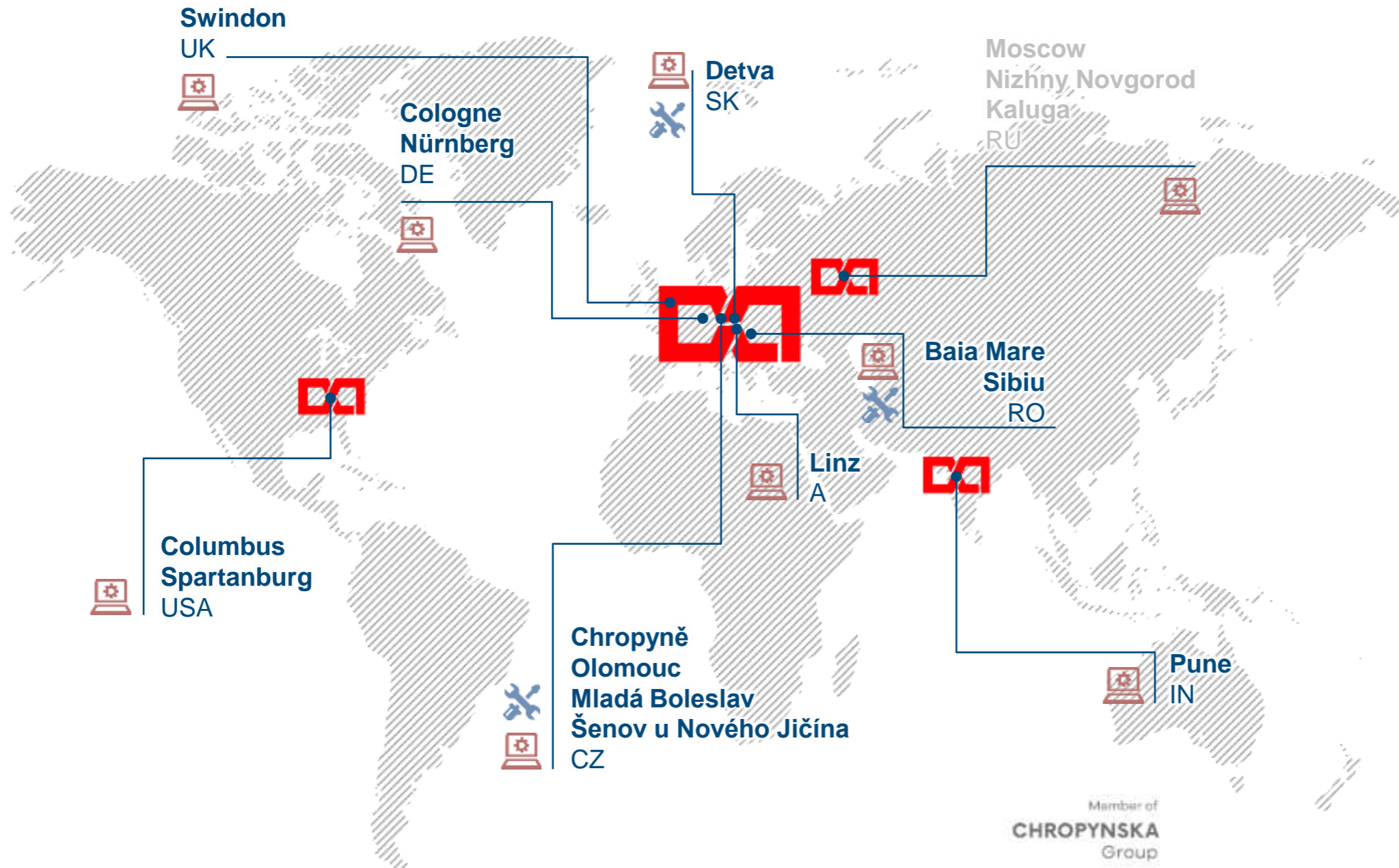
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FACTS & FIGURES

<p>Foundation of tool shop (CZ)</p> <p>1948</p> <p>Privatization and founding of Chropyňská strojírna, a.s. (CZ)</p> <p>1992</p>	<p>Acquisition of Slavia Tools (SK)</p> <p>Foundation of office in Nizhny Novgorod (RU)</p> <p>2012</p>	<p>Acquisition of RAMIRA (RO)</p> <p>Volkswagen Group Award</p> <p>2013</p>	<p>Foundation of office in Nürnberg (DE)</p> <p>Foundation of office in Spartanburg (USA)</p> <p>Joint Venture YIKE Shanghai (CN)</p> <p>2014</p>	<p>Foundation of BenThor automation (CZ)</p> <p>2016</p>	<p>Foundation of office in Cologne (DE)</p> <p>Foundation of engineering office in Olomouc (CZ)</p> <p>2018</p>	<p>Foundation of office in Pune (IN)</p> <p>2019</p>	<p>Acquisition of HLS Czech s.r.o. Engineering office in Mladá Boleslav (CZ)</p> <p>Office in Swindon founded (UK)</p> <p>Office in Sibiu founded (RO)</p> <p>2020-21</p>	<p>Acquisition of EDAG Production Solutions CZ s.r.o. (CZ)</p> <p>Foundation of office in Linz (AT)</p> <p>Foundation of office in Columbus (USA)</p> <p>2022</p>
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Global Footprint



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FACTS & FIGURES



PRODUCTION



ENGINEERING



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Capabilities & Focus

360° Services

Project Management

 44

Simulation, PLC and Robot Programming

 45

 750

Manufacturing and Assembly

Concept Planning

 20

Installation and Production Support

 80

Mechanical and Electrical Design

 145

Spare Parts Management and Aftersales Support

 5



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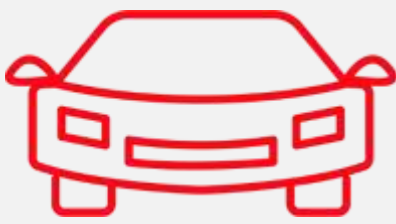
CAPABILITIES

PROJECT MANAGEMENT	44+
CONCEPT PLANNING	20+
DESIGN	145+
PROGRAMMING	45+
MANUFACTURE	750+
INSTALLATION	80+
SUPPORT	5+

OVERALL PROJECT MANPOWER **1089+**



Markets Served



A red line-art icon of a car, viewed from the front, showing headlights, a grille, and wheels.

AUTOMOTIVE



A red line-art icon of a train engine, viewed from the front, showing a smokestack, headlights, and wheels.

RAILWAYS



A red line-art icon of a commercial airplane, viewed from the front, showing wings, engines, and a tail.

AEROSPACE




A red line-art icon of a tracked excavator, showing the boom, bucket, and tracks.

CONSTRUCTION



A red line-art icon of a tractor, viewed from the side, showing the front wheel, rear wheel, and cabin.

AGRICULTURE



A red line-art icon of a person, viewed from the front, with radiating lines around the head, suggesting a central figure or a person in a network.

OTHER



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Products



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PRODUCTS

BIW

Turn-Key Solutions for Body in White

- From small cells to complete body shop
- Pilot lines, low capacity and mass production lines
- Underbody, Side Panel, Framing, Closures and Finish lines
- Flexible lines for different models, high amount of derivatives
- Steel, aluminium and composite joining technologies
- All technological and production skills in house
- New lines and integrations

2,000+
robotic
stations
installed in
past 3 years

8
months
from kick-off
to 1st car



Production of the Fixtures

- Welding fixtures: GEO, respot, handling
 - Assembling fixtures
 - Checking fixtures
- Yearly 1.500 Geo fixtures
 - 600 Production Engineers in Romania, Czech and Slovak Republic



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PRODUCTS

FIXTURES



100%
Fixtures with
3D measuring
protocol

MIG/MAG

Fixtures and Welding Lines

- OEMs and first-tier suppliers (axles, seats etc.)
- Rail industry (underbody, side panel, roof, cathedral)
- Agriculture industry
- Civil engineering machines

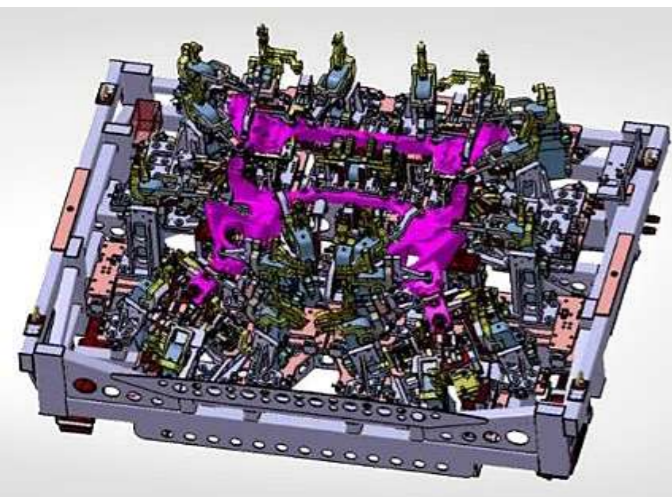


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PRODUCTS

MIG MAG WELDING

20+
years
experience
with MIG MAG
welding



Complete solutions for Assembly & Transport Technology



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PRODUCTS

ASSEMBLY/TRANSPORT

Semi to Full Automated Assembly for Single or Various Products

- Body Chassis Marriage
- Chassis Fastening
- Cockpit Installation
- Engine Dress-up lines
- Windows Gluing Systems
- Sun & Moon Roof Installation
- Sub-assembly and Equipping lines
- Assembly and Control Jigs
- Bolting Stations
- Frame Buffers

Overhead Transport Systems

- EMS, Chain Conveyor

Floor Transport Systems

- Roller Conveyor
- Chain Conveyor
- Belt Conveyor
- Skid Conveyors
- Water Test Conveyor
- Lifters, Turn Tables
- Frame Buffers

9

**currently
running
projects**



Molds for plastics

- Tool assurance for large packets of the molds
- Parts development and Optimization
- Project management, Design, Production and Second stage service
- Automotive and Consumer goods industry
- Production in Chropynska facilities and China

Tool types:

- injection molding, RIM technology
- painted parts, parts with chemical graining, technical parts



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PRODUCTS

MOLDS

Molds up to

35 tons

heavy

40+

**years
experience**

Cubing

- Complete or partial cubing models
- Design in Catia V5
- Production – high speed 5-axis CNC Machines
- 3D measuring in Air-conditioned 3D Measuring room
- Technical support at customer site



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PRODUCTS

**CUBING & CONTROL
FIXTURES**

20+
own designers

**TOP
SURFACE
QUALITY!**

**HIGH
PRECISION!**



Aerospace

- Positioning Tooling and Fastening Systems
- Control Fixtures
- Assembly and Manual Riveting Fixtures
- Material Handling Systems
- Satellite structure parts



CSR 2022

PRODUCTS

AEROSPACE

30+

**CATIA V5 and
3Dexperience
licenses**

**Our parts are
going to space!**

**JUPITER
and
beyond...**





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Socially Responsible Employer



Happy Employees Create Happy Customers

CSR 2022



**We let our
talents shine.**

It has become a tradition in our company that we provide financial, material and other support to our employees or their closest family members who show extraordinary talents in any field.

„My goal throughout all these years was to build a company where all employees would feel like my friends, like being part of the family that the company belongs to.“

- Frantisek Kudela, Founder



CSR 2022

Sports Day 2022

Also this year we invited all of our employees together with their friends and families to our annual Sports Day. Teams competed in several age and sport categories, children could enjoy a rich entertainment programme which included bumperball, go karts, bungee trampolines, jumping castles but also pony rides or face paint artists. The evening's entertainment was provided by our talented employees and their two music bands.





Safety First



- Regular **safety training** for all employees
- „**Safe Enterprise**“ Certification – the programme is based on the Occupational Health and Safety Management System OHSAS 18001, or its successor ISO 45001, but is more complex as it also includes requirements related to fire protection, health protection or environmental protection.
- **Fire Protection & Prevention Plan**
- **Flexibility in the Pandemic Crisis** – with the arrival of the Corona pandemic, our company had to face new challenges. To minimize the impact on the company's economy and maximize employees' protection, we equipped many of our employees with transportable laptops and enabled them to work from home. Naturally, free air and hand sanitizers were available in all of our office premises along with other personal protective equipment (PPE) such as face masks and respirators. Our employees also had a chance to apply for a special „Covid-19 Vaccination“ bonus.



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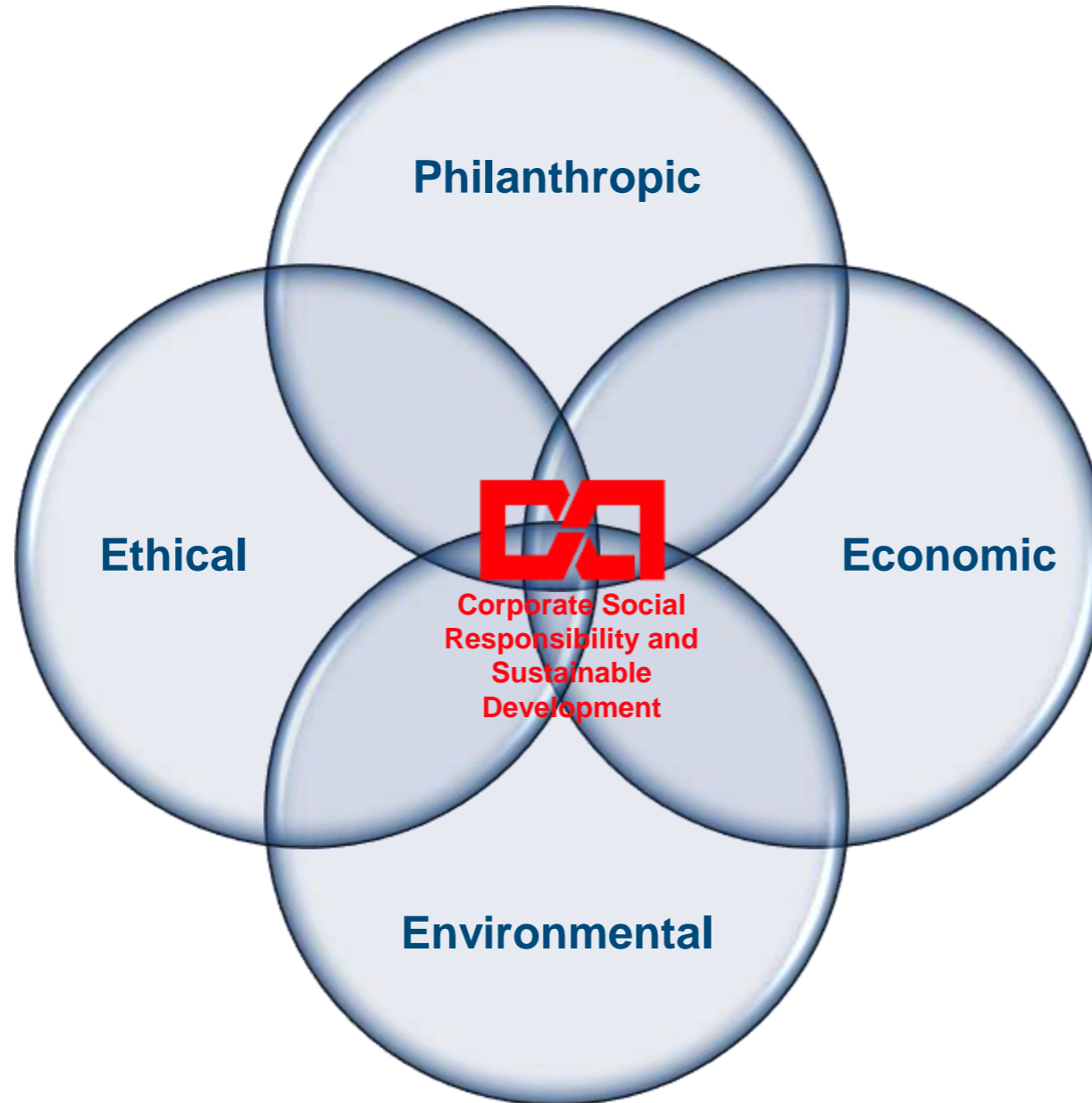
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Socially Responsible Business

Our CSR Pillars





Philanthropic Pillar

Apart from our contributions to charities, our company also supports the local community in the sport, culture and education sector. Each year multiple financial and material donations are made. Despite the global economical crisis, the year 2022 was no exception.

EDUCATION



- Elementary School Přerov
- Endowment Fund Grammar School Kroměříž
- Kindergarten Zářičí (pre-school education)
- COPT Kroměříž (Secondary Vocational School with Technical Training)
- VUT Brno (University of Technology)
- SPŠE Olomouc (Secondary School for Electrical Engineering)
- SPŠ Přerov (Secondary Industrial School)

SPORTS



- Volleyball Club Kroměříž, z.s.
- TJ Chropyně, z.s.
- ASPOT Hulín
- SK Hanácká Slavia Kroměříž, a.s.
- Swimming Sports Kroměříž z.s.

CULTURE



- Collegium musicale, z.s.

CHARITY



- Naděje (Hope)
- Dog shelter Čápka in Kroměříž



„Barely Run“ organized with the financial support of Chropyněská strojírna, a.s.



Philanthropic Pillar

- Every year we encourage our employees to be a part of great projects and contribute to the well-being of our community. Our company organizes an annual fundraising event for a non-profit organisation „Šance“ (Chance) which has been helping haematologically, oncologically and chronically ill children and their families at the Children's Clinic of the Olomouc University Hospital since 1991.





CSR 2022

Environmental Pillar

■ Recycling

Our company participates in the EKO-KOM system, which ensures that waste from used packaging is sorted, collected and finally used as a secondary raw material or possibly as a source of energy. It thus actively contributes to the improvement of our environment.



■ Digitalization

We continuously work on the digitalization of our existing processes. In 2022 we started working on the selection and implementation of new ERP and PLM systems.



■ Energy

We monitor and analyse our yearly energy consumption to enhance sustainability and efficiency. Due to the current gas market situation we also plan to adopt parts of the Gas Demand Reduction Plan proposed by the EU with the aim to cut gas demand by 15% between 1 August 2022 and 31 March 2023. Our next step would be investments in renewable energy - a study is currently being conducted for an installation of solar PV systems on our company premises.



■ Vehicle Fleet Renewal

Our yearly fleet renewal scheme ensures our company operates modern vehicles corresponding to the latest CO2 emission performance standards.



Certificate Holder



In 2022 **74%** of all our manufacturing waste is further processed as **re-usable material**.



CSR 2022

Economic Pillar

- We believe creating long-term partnerships with educational institutions brings significant benefits to our business but also to our new growing generation and our region. Already at an early stage we connect the theoretical grounds of the institutions with the practical demands of the market.
- There are currently several running initiatives engaging with local institutes:
 - ✓ **Project COPT** – paid traineeship for students of mechanical and electrical programmes
 - ✓ **Summer Internships** – paid 4-month internships for university students at one of our projects abroad. Returning students also get an increased hourly rate.
 - ✓ **Open Days** – yearly excursions for primary and secondary schools. Within the framework of our efforts to increase the regional employment rate we also plan to establish a once-a-month open house for general public
 - ✓ **Job Fairs** – we regularly participate in university and secondary school job fairs around the Czech Republic to promote our region and attract people with professional qualification
 - ✓ **Diploma Thesis** – we provide guidance and supervision to students of technical universities writing their Bachelor and Master Thesis



2nd and 3rd year students of mechanical programmes at the Secondary Technical School COPT complete a two-year traineeship at our Training Center followed by final exams under the supervision of our instructors. In 2022, we opened a second training center for students of Electrical Engineering.



VUT Brno (University of Technology) Job Fair 2022



Economic Pillar

Project TeTa

In search of **T**echnical **T**alents in our region, this year our company is launching a special project – a competition for students of secondary schools with technical focus where the applicants will be asked to write a research paper on one of the previously defined topics. The call shall be published in December 2022 with the paper presentation on our company's premises and winners announcement in March 2023.

The students can look forward to the following prizes:

- Tablet / phone
- 3-week English course in the UK
- Paid summer internship at our company with special benefits



Economic Pillar

- Our goal is to show corporate responsibility not only to our partners and clients but also to our employees and local community. That is why we try to choose local and eco-friendly products for our merchandising portfolio made of sustainable materials. Also, with the purchase of corporate gifts for our clients we support our regional producers giving them the recognition they deserve and last but not least cutting on our CO2 emissions by choosing suppliers in our proximity.



CSR 2022

Supporting regional businesses.

 **mezi sklepy**

FB ČOKOLÁDOVNA
TROUBELICE





Ethical Pillar

- An integral part of our company policy is our **Ethical Codex**. Our reputation of a fair and responsible business partner is one of our most valuable assets and is treated as such given our position not only on the Czech but also international market. The ethical conduct of each of our employees forms the grounds of our efforts to preserve the company's sustainability to the satisfaction of our customers, suppliers, shareholders and colleagues. To make sure our Ethical Codex is well communicated, understood and practised, our employees and their leaders receive regular training reminding them of our business philosophy, ethical standards and goals and committing them to always act in good faith and in the good name of our company.



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Equal pay for equal work.

Women in manufacturing.

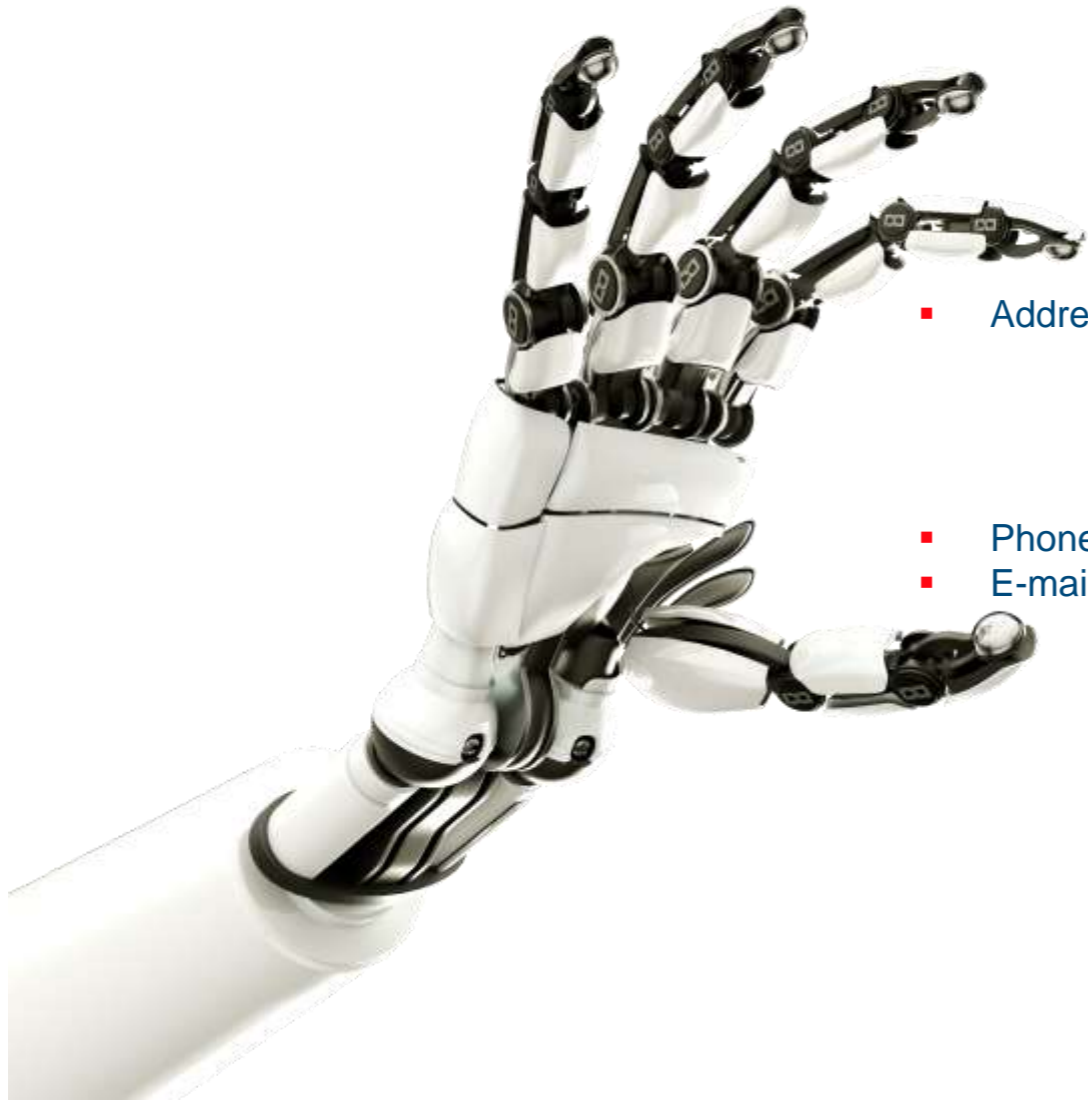
Racial and religious tolerance.

Zero tolerance to bribery and corruption.

Zero tolerance drugs & alcohol policy.

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Contact



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