

Factory Olympics Rules



RESPECT. FRIENDSHIP. EXCELLENCE.

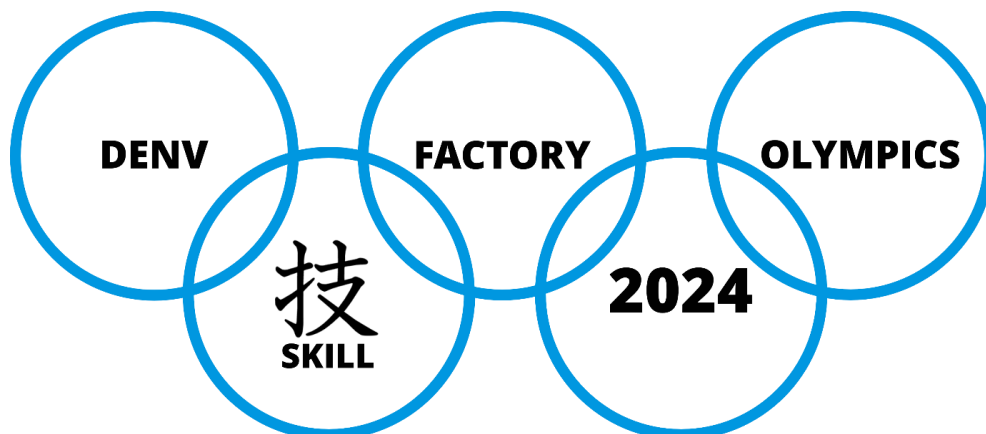


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Article 1. Goal, values and code of conduct

1.1. The goal of the Factory Olympics is to pursue and realise the same global standard quality in every Daikin factory worldwide.

1.2. The three olympic values are:

- To excel
- Respect
- Friendship

To excel means giving the best of yourself, both in terms of work performance and in your private life. It's about participating, pursuing goals, making progress and trying to be the best version of yourself.

By respect we understand that everyone follows the rules, the regulation and fair play.

By organising the Factory Olympics we want to create a better, pleasant and peaceful working environment through solidarity, team spirit, joy & optimism in the context of the Olympic value "Friendship".

1.3. We expect every participant to respect the three Olympic values during his/her participation in the Factory Olympics (training, preselection, day of the finals, ...)

Article 2. Conditions of participation

2.1. Registration deadline

Participants must register before **29 March 2024**, 5 PM.

2.2. Skills

2.2.1. Each employee has the option to register for the preselections of one or multiple skills (provided that he/she has the required qualifications for this/these skill(s)).

- Leaktest
- Upwiring
- Assembly
- Forklift
- Towtruck
- Coilbrazing
- Picking
- U-bend & lacing
- 6S waste sorting
- Piping brazing
- TPM daily check
- Finisher
- Crane
- Safety
- Office

The employees who are member of the jury for a skill, can obviously not participate in this skill test.

2.2.2. In case the employee is selected in the preselection as one of the eight best candidates of more than one skill, this employee is obliged to make a choice for which skill he/she wishes to qualify for the final.

The organizer will contact the finalist after the preselection to agree on which skill he/she wishes to participate in the final.

2.3. Qualifications

In order for a participant to register for the skills:

- Coilbrazing
- Forklift
- Leaktest
- Towtruck
- Piping brazing
- Finisher
- Crane

it is required that the participant has the qualifications required for these skills and has actively exercised this in the last 2 years.

2.4. Be employed at the time of the preselection and the final

To participate in the preselections, one must be employed. The preselections will occur during April, May & June 2024.

To participate in the final (scheduled for 14 September 2024), one must be employed at that time.

Being employed means as an interim, temporary or fixed Daikin contract.

Article 3. Training

3.1. Preselections

Employees who register for one or more skills of the Factory Olympics will not be able to train for the skill(s) for which he/she has registered.

3.2. Final

Employees who have participated in the preselections of the Factory Olympics and who have been selected to participate in the final on Saturday 14 September 2024, have the opportunity to train the skill for which they wish to qualify in the finals.

Training always takes place outside working hours.

During a training, all company rules apply. Every employee who wishes to train his/her skill will wear his/her work clothes and follow the safety guidelines.

Article 4. Preselection

4.1. Every employee who has registered for one or more skills will participate in the preselections for the final of the Factory Olympics.

4.2. The preselections will take place on individual basis during working hours from 15 April 2024 to 28 June 2024.

4.3. The planning of the preselections will published on www.daikin.eu/olympics. The participant should consult this planning to check the timing and place of his/her preselection.

4.4. During the preselections, the eight best candidates, as well as three reserve candidates, are selected per skill.

4.5. If a candidate is selected for more than one skill, this candidate is obliged to make a choice for which skills he/she wishes to qualify for the final (see section 2.2.2.)

Article 5. Final

5.1. The employees who have been selected during the preselections as the best candidates according to predetermined criteria will participate in the final of the Factory Olympics on 14 September 2024.

5.2. If one of the selected finalists is ultimately unable to participate in the final of the Factory Olympics due to circumstances, the next reserve candidate will take his/her place during the final.

5.3. The final of the Factory Olympics takes place on 14 September 2024.

5.4. The final will start with an opening ceremony during which, the jury and participants will be presented. Subsequently the skill Olympics will take place. After all competitions have taken place and the three best candidates of each skill have been chosen by the jury, the prizes will be given during the closing ceremony.

Article 6. Prizes

6.1. Preselection

Employees who participate in the preselection and qualify or not for the final of the Factory Olympics will not receive a prize for this (neither in cash, nor in kind).

6.2. Final

6.2.1. Employees who have been selected during the preselections to participate in the final and actually participate in the final on Saturday 14 September 2024 will all receive a Daikin goodie bag with some nice gadgets.

6.2.2. In addition, the 3 best candidates selected by the jury in accordance with the predetermined criteria will be awarded a medal for each skill. The best 3 candidates will also receive a prize.

Article 7. Compensation

Every employee who participates in the final of the Factory Olympics on Saturday 14 September 2024 will receive a financial compensation in the context of recuperation/overtime (150%).

Article 8. Privacy

8.1. Images (photos & videos)

8.1.1. Every employee who registers with a view to participating in the Factory Olympics:

- Agrees that photos and/or videos will be taken of him/her, individually or otherwise, during his/her participation in the Factory Olympics.
- Irrevocably renounces his/her rights regarding the visual material on which he/she is visible.

8.1.2. The photos and videos are taken with the aim of promoting the Factory Olympics in the coming years. The images will be kept for a period of 10 years by DENV.

8.2. List of participants

8.2.1. Every employee who registers in view of participating in the Factory Olympics agrees that the list of participants containing the following personal data:

- First name

- Last name
- Organizational assignment
- Skill(s) for which the person has registered

will be published on the Factory Olympics website.

8.2.2. The list of participants is published with the aim of informing every Daikin employee of the persons who will participate in the Factory Olympics and to inform the participants of the date and time of the preselection. This list will be removed during the working week following the Factory Olympics, by September 20th, 2024 at the latest.

Article 9. Contact details

In case of questions and/or remarks you can send an email to the Factory Olympics team: olympics@daikineurope.com.