Zoppas Industries

Zoppas Industries Romania S.r.l.
GRUPUL ZOPPAS IN ROMANIA

ZOPPAS INDUSTRIES

ZIR
Heating Systems

SIPA
Plastic Packaging and Industrial Systems

IRCA
Major Domestic Appliances

SEV
Small Domestic Appliances

RICA
Industrial Systems
IRCA Elemente si sisteme de inclazire

is the division focused on heating functions for cooking, washing, small domestic appliances, room comfort and refrigeration

manufactures heating systems and elements for industrial applications

Heating elements for small appliances, defrost and condensation heaters
Zoppas Industries Group

...is present in all continents with a network of Commercial Branches, Sales Agencies and Representative offices.

Management and some of the manufacturing units are based in Italy. Over the past few years, the Group has accelerated the development of its international manufacturing and sales activities, in order to strengthen its leadership position in Europe in the fields of heating systems, plastic packaging and tannery, while focusing attention on such emerging markets as China, India and the Far East, where the Group has already signed many Partnership Agreements and has opened After-Sales Service Centers.
Zoppas Industries Romania

General presentation

Zoppas Industries Romania started its activity in 1997. The investment practically means the efficient restructure of two state-owned companies, from the city of Sannicolau Mare. In ten years, the number of employees increased from 7, to over 2600. All the economic indicators illustrated here shows the rapid development of the plant:

- **The number of employees this year in ZIR is about 2700 employees**;
- **The daily production increased to over 200.000 pcs. a day**;
- **The total surface of the productive areas is over 60.000 m², from which 18.000 m² are completely new built structures**;
- **The total investment is over 60 million EURO**
- **The production for the last year 2012 was 47.312.684 pcs.**
Our products include a large variety of electrical heating systems:

- tubular heating elements for major home appliances (catering world);
- elements for air heating;
- elements for water heating, immersion elements for liquid heating applications;
  - defrosting and anti-condensation heaters for refrigerators;
    - cartridge heating elements for plastic industry;
    - mica or ceramic insulation heating elements;
- etched foil heating elements; heating elements in close IR;
  - special industrial applications.
IRCA Major Customers

- Electrolux
- Merloni Elettrodomestici
- Krups
- GE Appliances
- Mabe
- Lakewood
- Kenwood
- Smeg
- Zanussi
- Delonghi
- Whirlpool
- Bosch
- Acova
- Arneg
- Saeco
- SEB
- Hobart
- Carrier
- ESSE
- Di Group
- Enel
- Fincantieri
- Foppapedretti
- Alenia Spazio
- Ansaldo Energia
- Thermo King
PARTICIPATION TO PSLM PROJECT

From the professional risks identified in our company, the most common and important concerns on noise, which affects you in time (5-12 years of exposure) auditory acuity. The main preventing measure of the risk, ZIR offers to the employees the suitable equipment: protective earmuffs.

After a needs analysis, involving 100 employees (operators), heads of exchange (10), heads of departments responsible for OHS and workers' representatives (15), it was found that the most important aspect that needs addressed in among employees is their awareness of the importance of wearing protective clothing, and promote a healthy lifestyle (eg, proper diet, moderate alcohol consumption, tobacco cessation, personal hygiene).

In this regard, along with representatives OHS, HR, medical and Romtens foundation, organized information sessions among employees, addressing the topics above. To raise awareness among employees, we used interactive presentations, leaflets and a range of teaching materials. To check the level of awareness of employees vis-à-vis equipment wearing protective OSH representatives have conducted workplace inspections.

It was found that the increased number of employees wearing protective equipment following support information sessions.
To achieve continuity of shares in the project, in collaboration with the medical OHS and HR representatives held a series of actions and campaigns among employees (eg Zoppas informative articles in the Land magazine, informative sessions with qualified external personnel, etc.)

Found to increase the number of people who came to the office for further information on this topic.

In the company mention the existence of policies, procedures, practices and structures to facilitate access to information and help develop employees, both professionally and personally.

So remember the medical activities of the company:

- First aid in case of accidents
- Health surveillance (to employment and periodic) clinical examination, ECG, blood glucose, spirometry, audiometry
- Evaluation and monitoring of pregnant women employees
- Consult specialist: gynecology, ophthalmology, dermatology
- Harvesting laboratory
- Health promotion in the workplace, etc.
Although, in the company we have also a psychological office
Services provided:
  • Counseling for employee's,
  • Psychological examination for professional risk functions.

The purpose of the examination:
  • Determining the level of skills necessary for the job;
  • Detecting the occurrence of a disease that is contraindication, risk to other employees or for the company.
  • Adaptation to the work place
  • Shift to another job.

Context of the examination:
  • Dutty;
  • Resumption of professional activity;
  • Periodic psychological assessment–based maintenance;
  • Examination at the request of authorized person of the firm;
We also have a Corporate Social Responsibility policy and a social media Intern. CSR refers to a company's attitude to society, a commitment by businesses to behave ethically, improving at the same time, the quality of life of employees, their families and the local community and society in general.

ZIR develop and manage a plan of corporate social responsibility in 2006, continuing social action actually taken in all her years of existence. This social policy understanding how to connect more closely with their employees and customers, the local community and we work with needy people outside the company. Below we describe in a few lines of social actions organized by our company both within the company and outside it.
On internal plan:

1. According financial help in case of a family decease/death
2. Financial support to address health issues for employees
3. Medical assistance and Gynecology, MedLife cards
4. We give free firewood's for the Zoppas employee's
5. Sport hale
6. Applying expectation questioners
7. Organizing humanitarian raffle
8. Christmas and Easter present for the children of the Zoppas
9. Presents for the Zoppas Lady on 8 March
10. Organizing the Christmas Party for ZIR employees
11. 1 June, party organized for the children employees
12. “Zoppas per Bambini
13. Multinational Cup
14. The competition of ideas
15. Faculty internship
16. Engineering competition
17. Open days
18. Protecting environment
19. Fishing competition
20. Chess competition
In external plan:

1. **Culture, education and sport**
   - Z.I.R. supports priority actions and projects in the cultural sector and in education. The company is engaged in activities to support the authentic values of music, painting, theater, sports or academic life. Involvement in promoting culture acts done so in the local community and in other parts of the country:
     - Solidarity Without Borders Association, Timisoara
     - School No.2 Sânnicolau Great-sponsorship with teaching materials;
     - West University of Timisoara symposium Financial Economic Analia
     - Timisoara City Hall civil protection Contest "with my life appear life"
     - Timisoara Penitentiary-2 automatic washing machines, Christmas gifts, refrigerator, copy paper

2. **Holyday presents for kindergarten, schools and retirement homes but also for other important things**
   - On Christmas and Easter holydays, in the recent years have been given presents consisting in food, sweets and toys, which were distributed to our employees from the personal department directly to the children and to the older/elders in vicinity of Sannicolau-Mare.

3. **Sponsorship for institution and medical cases**
   - Association for Medical Center. Health Services, Timisoara
   - XIV National Congress of Occupational Medicine with participation international
   - Locomotors Handicapped Association, Timis-office renovation

4. **Collaboration with educational units**
   - The main purpose of the intership is to offer students the possibility (technic profile) to understand the specifics of a production plant and to gain the professional practice experience so the final result is that you a work place/job.
   - Training period organized in 2012 was spanned in a 3 months: July – August-September and took place in several departments: quality, lean manufacturing, production, maintenance, engineering).
Thank you!