



# Social Responsibility

*Together we move the world*

Schaeffler Romania

# Social Responsibility

<b>Education: Pupils</b>	German Vocational School	Summer Job for Kids of Employees'	Fit for Future Internship	Educational visiting program			
<b>Education: Universities</b>	Internships	Excellence Scholarships	Graduation papers	Masters program	Student contests & plant visits	Congresses & Lectures	Laboratories & Student projects
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<b>Social involvement</b>	Schaeffler Park Brasov, Romania	Sponsoring	Employees involved!	Donations			
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<b>Employees &amp; more</b>	Annual Awards Gala	Children's Day	Schaeffler Bike Sunday	Plant jubilee			
<b>Excellence in sports</b>	Corporate Games	Schaeffler Romania Cups <i>Football, Table tennis, Badminton, Ski, Fishing</i>					

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## German Vocational School Kronstadt

### INVOLVEMENT

- according to the German dual vocational training system
- Schaeffler Romania is the top partner for practical training and internships
- active contribution in the quality improvement of the Romanian vocational school system

### IMPACT

- increased interest in technical professions due to good carrier perspectives
- training according to company needs
- 5 qualifications
- first promotion: 2014 – employed by the companies in August 2014



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## Summer Job for Employees' Children

### INVOLVEMENT

- summer jobs in the production area for the children of Schaeffler employees
- duration 1-3 summer months
- pupils and students between 16-23 years

### IMPACT

- increasing the attractiveness of technical professions among boys and girls
- decisive experience during occupational orientation
- increasing loyalty of Schaeffler employees who are the parents to the next generation of employees





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## Fit for Future – Professional orientation

### INVOLVEMENT

- students of the top theoretical and technical high-schools experience for one week the professions they would like to practice in the future
- real life experience in jobs with good future perspective

### IMPACT

- professional orientation for pupils who prepare to make the right decision regarding their future career
- showing the wide range of technical and non-technical occupations and the necessary qualification and competences to succeed
- creating perspectives in our native country and decreasing emigration tendencies



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## Educating pupils: visiting program

- collaboration with local schools: organized visits by pupils at Schaeffler Romania
- 4 hour program: presentations, production visit, workshops in the Engineering Center, lunch, team exercise in the MOVE Academy, Q&A session, feedback
- target: educating the future generations, giving pupils an insight into our company and different jobs
- visits of up to 200 pupils/month
- special program: visiting week in April (up to 700 pupils)



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## Internship for students

- Internship for an entire month, July, August or September
- Students are offered transportation to the plant, a daily meal and accommodation in student hostel
- The opportunity to extend the internship through employment
- We organize different trainings for the interns
- Each year we have more than 150 interns (the record was in 2014, when we had 176 interns)



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## Excellence Scholarships for top students

- The scholarships have been offered starting 2008 to students with excellent results
- The company offers up to 10 scholarships each semester for students from technical or nontechnical courses, after a rigorous selection process, including an interview with the management
- Many of the students selected in the program choose to become Schaeffler employees after graduation



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## Graduation papers

- Schaeffler Romania offers a program through which students can write their graduate paper with support and data from our company
- They can propose their own ideas for contents, or they receive a theme proposed by our specialist
- The company designates a mentor and a coordinator, who guides the student during the project
- Every year, approximately 25 students write their graduate paper in collaboration with Schaeffler Romania



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## Masters program

- Developed by the Transilvania University in collaboration with Schaeffler Romania
- Focus on a niche competence
- The main objective is to improve theoretical and practical skills in vehicle design based on simulations of great complexity and accuracy in virtual environments
- Schaeffler specialists participate actively in teaching the course

**Master:**  
Virtual Engineering  
in Automotive Design

Schaeffler Course

### Advanced Simulation in Automotive Design

Physical systems arising in industrial applications are getting more and more complex. Nowadays, such systems are mostly simulated numerically in order to understand the nonlinear system behaviour. Numerical simulation is further an essential part in the product development process in many industrial manufacturing companies, especially in the automotive sector. Here, high-qualitative and efficient software tools are applied which are tailored to the demands of the industrial application, such as vehicle system dynamics, roller/fluid bearing simulation or the simulation of valve trains.

Product Development Process and Design  
MBS / Tribology and EHD Simulation

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## Student contests & plant visits

- We organized different contest for students, so they can get in touch with the practical activities of a production company
- Treasure Hunt: the students followed the technological flow and realized different various technical operation
- Schaeffler Day: the students had to develop an eco-mobile made of vegetables and compete with them
- We organize plant visits for technical students from Brasov and other university centers
- About 400 to 500 students visit Schaeffler Romania yearly





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## Congresses & Lecture Series at the University

- main partner at the international congress CONAT 2004 and 2010 (FISITA) – long-term partner
- initiator of the lecture series "Leaders of the automotive science and industry present", in collaboration with the University and other companies
- lectures for students and professors from technical Romanian Universities (lectures at University Transilvania, transmitted video to other universities)
- since 2011 and running
- top management of the Schaeffler Group participated with lectures



### Series of Lectures at the University of Braşov

Beginning with May 2011 the University Transilvania organizes, at regular intervals, a series of technical lectures together with Schaeffler Technologies GmbH & Co. KG and with other renowned partners from the automotive community.

## Leaders of the automotive science and industry present

Initiator



The next conference takes place on

Thursday, the 10<sup>th</sup> of November 2011, at 10:00 AM

at

University Transilvania from Brasov

Room MP1

Str. Vlad Tepes nr.16, Braşov

The Topic of the Conference is

Tribology in automotive engine applications

Prof. Dr.-Ing. Adrian Rienäcker (Lecturer)

Institute for Machine Elements and Design,  
University of Kassel, Germany

and Prof. Em. Dr.-Ing. Gunter Knoll

The lecture will be video recorded and distributed to all SIAR (Society of Automotive Engineers from Romania) subsidiaries in Romania.

Partners



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## Laboratories & Student projects

- setting up three teaching rooms or the students of the University, from top to bottom
- yearly partner for the Formula Student Team (Blue Streamline) of the Transilvania University
- regular speeches at graduation ceremonies and support for different student projects



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## Engineering Center Schaeffler



- inaugurated in October 2012
- investment of 3,2 Mio Euro, total space: 6.000 qm
- employment and career opportunities for students of the Transilvania University
- more than 100 engineers
- Competence for:
  - Design
  - Technical Calculations
  - Return Part Analysis and Product Optimization
  - CAD-Methods and Support
  - Proof of Concept
  - Engineering IT



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## Training Center Schaeffler

- Started in September 2011 with a workshop area in one of the production buildings
- Since 2011 in a separate building equipped with the latest technology, classrooms, laboratories and workshops with a capacity for 300 people
- Competences:
  - practical training of students in Vocational German School
  - training for adults
  - retraining of employees
  - seminar initiation of new employees
  - Schaeffler seminars





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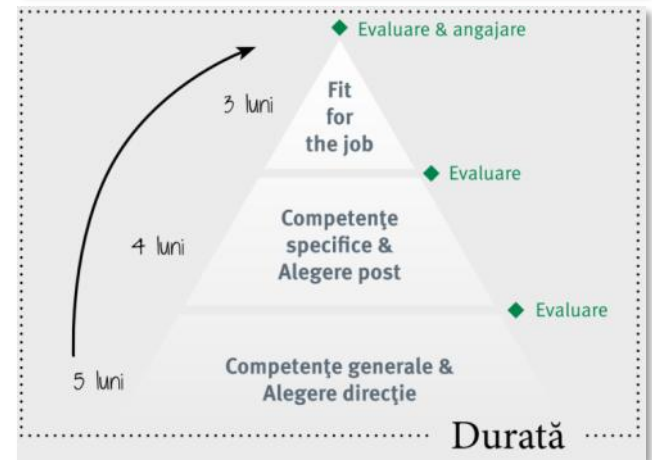
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## Schaeffler Trainee

- Through this program, university graduates are trained to become future specialists
- The program lasts between 6 to 18 months and includes trainings in Romania and possible trainings in Germany
- Each year a group of 10 trainees are trained in Germany

- program for Schaeffler Romania employees



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## Professional Trainings

### INVOLVEMENT

- 1,5 years of professional training for adults in the field of metal work and mechatronics
- recognized by the Romanian Ministry of Labor and German Chamber of Commerce in Bucharest

### IMPACT

- highly qualified labor force according to company's expectations
- offers a solid basis for long term professional development
- high promotion and acceptance rate



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## Schaeffler Park in Brasov, Romania

- involvement through company and volunteer employees: sanitization and fitting of the Park Livada Postei continuously since 2007
- honorary title of Schaeffler Park
- in 2011: Schaeffler in partnership with the Order of Architects of Romania and the City Council organize the concept competition for the redesign of the park for the benefit of the local community\
- 116 participating projects form Europe
- winning concept (Portugal) will be implemented





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## Sponsoring

- Schaeffler Romania has a long-term collaboration and involvement with charity organizations in the area
- Every year more than 20 collaborations to support charitable projects for the benefit of the community
- Main directions: education, social development, culture, excellence
- Among our long-term partners we count non-profits like Hospice, Agapedia, Catharsis and the Deaf-Association





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## Employees involved! Doing good consistently

- 2008 brings the tradition of helping others: each year donations are made by the employees, matched by the company, to charitable projects
- each Christmas and for other individual projects Schaeffler employees get involved: considerable donations are being made for charitable projects
- special involvement: **donating 2%** of the the income tax (according to Romanian law): a special donation centre is organized in the company



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## Donations

- Donations are organized for special projects – like helping the victims of the floods, events or certain holidays
- Christmas presents for non-profits working with children from underprivileged backgrounds have become a tradition
- Nothing goes to waste: functional objects or even machinery that's being removed from the company is reconditioned and donated to good causes



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## Engaging the young generations

- drawing contest for the children of our employees: drawing for the environment - each edition brings hundreds of paintings from the children
- celebrating children's day and the environment's day on the 5<sup>th</sup> of June: different environmental themes to educate our children each year (like using recycled items in innovative ways, sports for the environment)
- hundreds of children participate





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## Let's do it A clean environment

- among the many environmental project organized with our employees, "Let's do it, Romania" is one that has a major impact
- organized Schaeffler employee groups clean chosen routes on the "waste" map
- beyond that, other cleaning actions are initiated and implemented by Schaeffler Romania employees periodically





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## Planting a better future

- Among the first project was planting 100 trees on the company's grounds
- Other projects followed, like joining a county project of planting magnolias
- Families and friends join our employees for such actions



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## Environmental contests

- Contests include coming up with new environmental projects, like energy saving or even technical advancements
- The winners get to implement with the support of the company their visions
- Other type of contest include joining national campaigns to reach, for example, certain recycling objectives
- Information campaigns are ongoing



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## Volunteer firefighters

- Schaeffler Romania has one of the best volunteer firefighters team in the region
- They consistently rank among the best at the regional and inter-regional competitions
- Among the activities organized by the volunteer firefighters are campaigns to inform employees and families about safety factors



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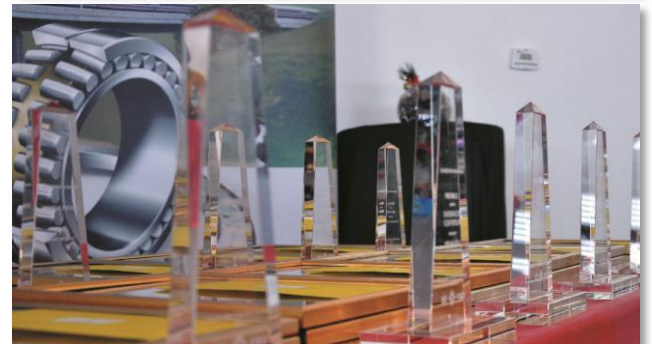
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## The Schaeffler Romania Annual Awards Gala

- since 2008 rewarding excellent results and initiatives of our employees
- awards in ten categories (Quality, Productivity, Turnover, Costs, Client Satisfaction, Image, Continuous Improvement, Motivation, Environmental Protection, Social Responsibility), plus the grand prize
- encouraging the employees to be exceptional and get involved beyond the scope of the job



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## Children's Day

- Celebrating children's day and the environment's day on the 5<sup>th</sup> of June gives the employees the opportunity to visit the plant with their families and spend an active day with an environment theme custom made for children
- different environmental themes are chosen each year in order to educate the kids (like using recycled items in innovative ways, sports for the environment)



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## Schaeffler Bike Sunday

- for one Sunday employees and families are invited to join activities on two wheels: from group excursions to contests, there is something for everyone





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## Plant anniversary

- 8 October is a good reason to celebrate for Schaeffler employees: the plant anniversary brings presents, special activities and a festive menu at the cafeteria
- for special jubilees, depending on seniority, employees receive collectable coins





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## Corporate Games, competition with an edge

- Schaeffler Romania Teams compete with great success in the Corporate Games: athletics, swimming, football, volleyball, tennis, ping-pong, bowling, carting, basketball, poker, billiards in the summer and ski, snowboard, snow-volleyball, shooting and indoor sports in the winter
- the companies' Olympics brings together around 2.000 amateur athletes from companies in Romania and beyond
- so far, the Schaeffler Team remains undefeated in it's division



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## Sports cups

- Schaeffler Romania Teams compete successfully in the Corporate Games Competition: athletics, swimming, football, volleyball, tennis, ping-pong, bowling, carting, basketball, poker, billiards in the summer and ski, snowboard, snow-volleyball, shooting and inside sports in the winter
- sports leagues will be forming
- the Schaeffler Romania football league already has tradition; teams compete in the summer football cup
- bonus match before the final

