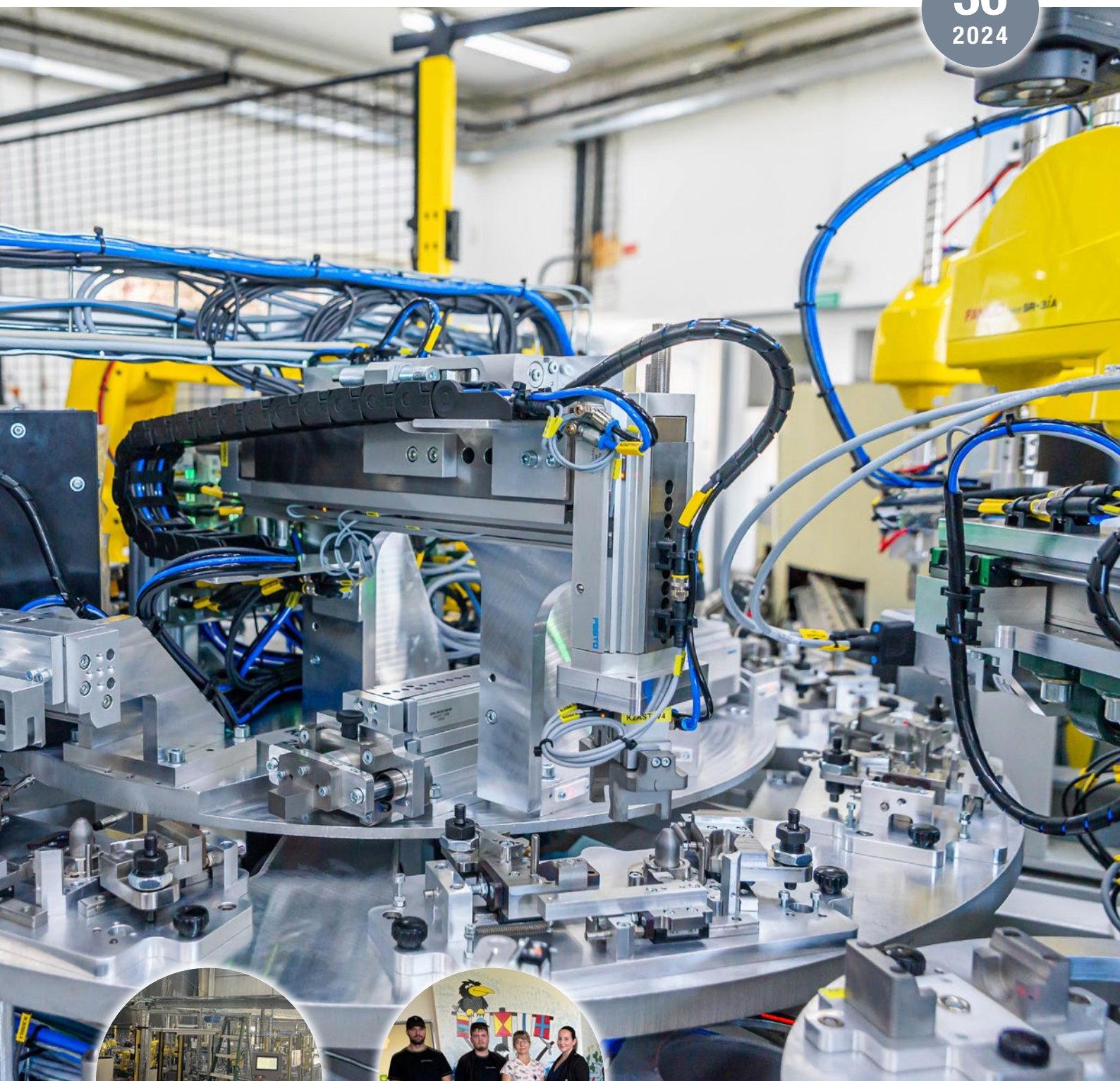


# Káčko

MAGAZINE FOR EMPLOYEES

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# THE DIRECTOR'S WORD

*The end of summer is usually a time of harvest, and so it is at Krofian.*

Our projects normally take about 1 year to complete, and a year ago our team began work on major key projects that were to advance us professionally and commercially. I never use the words "let's see how it goes". Thus, even with the current projects being completed, we have put energy and planning into where we are.

But what we can say with certainty is that we are getting the job done and doing it well. Customers appreciate it and keep coming back to us. After several years, Krofian is once again partnering with several global automation customers, and these customers are ordering more and more lines from us and looking for long-term cooperation.

Once again, we are a company with a global impact. Our teams are installing technology in Mexico and at a similar time in ČR-Opava. A unique project where the customer insisted on a shorter time interval is succeeding and we are starting our lines as planned. Similarly, we are completing the technology to fill sales capacity for a leading mower manufacturer, or for global manufacturing sources of cleaning products.

This moves us towards our Vision that Jakub Krofián had when he founded and developed the company - to be a global player in the field of automation. We also have a clear step towards our planned economic balance and financial independence for 2024.

Nothing happens by itself, which is how we earned this major step:

- By using every hour for productive activity.
- Planning – knowing where I need to be with my work at any given time – what tasks need to be completed.
- By our expertise – with each task and implementation we become better, more efficient – we learn from the mistakes that happen and that moves us forward.

In the last period, we have done a really impressive job, filling halls Dobranov, Zákupy + cooperation with external colleagues on the implementation of large-scale lines. Thank you very much for this. Czech family company proves again that business and knowledge are here and it makes sense to work and live like this. An often-used word that is also in our logo – SENSE! So for me: it makes sense!

I like to ask myself questions at the end of each day: what did I do well, what made me happy, what would I do differently? I hope that we each have the clearest possible answers to these questions in the next period of our cooperation.

*Ing. Jan Pleyer, CEO*





# PURCHASING DEPARTMENT

*In the 2nd quarter of this year, my colleagues and I in the purchasing department continued to purchase components for key projects.*



At the beginning of May, the assembly started in the external hall in Zákupy. For the purchasing department, this meant sorting out the picking and delivery of materials from Dobranov to Zákupy. The situation was complicated by UL certification of materials for the US line, where components were not allowed to be mixed up. Thanks to the cooperation of the warehouse and the assembly, a working system was set up and deliveries have been running smoothly since the first days of assembly.

In the months of September and October, large process units such as formatting machines, pad printing lines, vibratory feeders, and conveyor systems are scheduled for delivery, around which there were major negotiations in January this year.

Due to the size and purchasing scope of our projects, we are becoming an essential partner for global manufacturers and suppliers such as Keyence, Festo, Fanuc, and others.

During the month of May, we welcomed a "new" colleague, Lucie Ondrušková, to our purchasing department team. Lucie has fit in

well with our team and will certainly be an asset to the department and the company.

There has been a more efficient reallocation of activities within the purchasing department and warehouse. The period after the finished lines have left for the customer is devoted to finalizing purchases for the work-in-progress projects currently on the shop floor and working with inventory.

Inventory has been a long-standing issue for us. Unused material from each project is returned to the warehouse to increase its value. Therefore, it is important to return materials continuously and in a timely manner so that they can eventually be returned to the supplier or used on another ongoing project. We are working with the design department to allocate materials that are unlikely to be used in upcoming projects and these will then be offered for sale.

*Jindra Klazarová, Purchasing Manager*

# PROJECT DEPARTMENT

*Recently, due to the large number of projects in the final testing phase, the project team has been under a substantial workload. Project management is, in the customer's concept, a service that the buy-in is at the same time as the technology.*



For us, this means reacting to changes, samples, and the situation in general. We always have to look one step ahead and manage our projects strategically – and I'm really pleased that my colleagues and I are succeeding.

As an example, I'll give you a situation where a customer for a gas pedal line for cars insisted on early removal of untuned technology. After mutual agreement, we created a plan, according to which the installation in ČR – Opava took place, and with almost similar timing, the installation in Mexico – Ramos took place at the same time.

The Mexican line was dispatched by air. During the installation in ČR, we gained time to complete the software, which was then uploaded in Mexico, and as a result, the two lines are now in almost identical condition!

Harmonizing multiple installation teams – changes, and working together in different time zones, was a stress test. But judging by the current state, we know we have succeeded. The BMW customer has seen the lines, made test sample production, and is satisfied

with the condition. Even though we are not quite finished at the moment (we have a period of cooperation with the customer to fully debug both lines), I consider the whole event a success and a confirmation that Krofian is a world-class company.

The big focus now is on the Vileda cleaning kit line project. The customer is working closely with us and we are meeting on a weekly basis to finalize various solutions on the technology.

In terms of numbers, we have been able to meet and deliver on milestones, leaving the company free to plan its finances and grow further.

*Martin Dohnal, Project Manager*

# MACHINING AND LOCKSMITH PLANT



*During the last quarter, the department was able to complete the largest volume of welding work to date according to the paint schedule to ensure the continuity of assembly work.*

From January to June 2024, we provided weldments for Krofian's key projects. With a total of 108 weldments, ranging from minor to major ones, this presented a great challenge to the entire team in our conditions.

In the machine shop, the situation was similar with the production of parts. However, we met the production volume, albeit at the cost of overtime, and delivered everything on time as requested by the assembly. We are also doing well on the cooperation front. We are consulting with design on some parts and finding other design solutions to produce them. To produce them in-house. Thanks to our

knowledge, we already know how to manage costs efficiently and how to produce the line components in the required quality and at affordable prices.

The last six months have shown us that we are able to handle such a high volume of production, but we need to think about improving the welding conditions, especially in terms of weldment handling, dust, and noise. This is also one of the priorities for the redevelopment of the site at the beginning of next year.

*Luboš Musil, Manager of the Machine Shop and Locksmith plant*

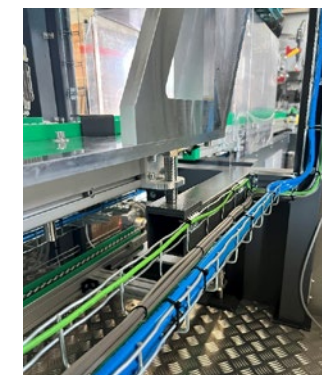
# PRODUCTION

*Efficient machine production – this is our key implementation process. Divided into mechanical and electrical assembly sections, the overall result of the activity is a delivered machine, fulfilling the customer's parameters in the agreed time. It is a harmonization of many tasks that must be met in time and quality. What specific steps do we take to ensure maximum customer satisfaction with our machines?*



## Focus on detail

On our new lines, we have recently focused on improving the design of the guide wires and pneumatic hoses. In the case of the robotic mower production technology, we have therefore started using wire troughs for cable routing. The wire and pneumatic hose routing in these troughs look much more professional and tidy on the line. The craftsmanship and expertise are immediately apparent when you look at the equipment, where even a small detail adds a lot of value.



The troughs have, among other things, a practical purpose. In the event that a particular conductor or pneumatic hose needs to be traced, it is much easier to find it thanks to its clarity. Furthermore, from a maintenance point of view, they do not collect as much dirt as plastic troughs with a lid.

## Sprint on the „shopfloor“

The last few weeks of finishing work on the technology for the gas pedal assembly have been internally dubbed the „sprint period“. The entire team involved in these projects has gone deep into their efforts. It was a challenging period in terms of finishing, adjusting, and getting the lines up and running, but everything was eventually accomplished and we were able to package and ship the line to the customer.

The first order to leave the company's gates was for the Czech Republic. The second line was heading overseas to a customer in Mexico. Both technologies were assembled and wired by two teams who installed them at the same time. In particular, the installation in Mexico had to be preceded by preparations such as vaccinating the team, arranging flights, accommodation, etc. Now the next challenge ahead is to complete the lines for assembling the cleaning kits and the technology for assembling the robotic mowers.

I am confident that we will meet these challenges as well and the lines will be installed in the agreed time to our and customer's satisfaction.

*Petr Venhauer, Assembly Manager*



# CONSTRUCTION

*There have been a few events worth mentioning in the Construction, Electrical Design, and Software departments during the last few months.*

At the turn of the month and during the month, our colleagues travelled to Mexico to support the installation of SW equipment and during September, a tamper-printer was transferred to a manufacturer in Italy.

The slight delay between the start-up projects allowed us to work more closely with the assembly and electrical engineering. On a daily basis, we consult and improve the proposed solutions. Some of our colleagues from KON and ELP personally help to commission technologies on projects in progress. For design, we also attend key meetings with customers, which helps us maintain a good and close relationship.

We are also spending more time on design / FMEAs. For us, FMEA meetings are where design, assembly, machine shop, and other interested departments give their input when designing machines.

Last but not least, we welcomed a new colleague, Emil Hašl (Software Department), who is returning to our team after almost 11

years team. This entails a significant financial investment in upgrading the Tia portal to a newer version and for a larger number of users.

Due to the increased use of 3D printing in testing and actual production of parts, we are considering the purchase of another 3D printer. We are currently in the process of selecting the most suitable variant with better parameters than the existing printers, especially in terms of printing speed.

A large part of our work is also occupied by increased support of the sales team so that we can attract not only existing but also new customers with our offers. We try to prepare the most detailed analysis of the design, including simulations of robot movements and other machine components.

Stanislav Koutný, Design Manager



# EMPLOYER OF THE YEAR 2024

*We have been invited as part of the supporting program of the national final of the Employer of the Year 202-4 event! This prestigious event provided us with a unique opportunity to participate in a discussion on "HR development through the eyes of CEOs of successful employers."*

Our discussion was enriched by the presence of CEOs from seven other successful companies, including Foodora, Tesco Stores, and SAP. Meeting with such leaders allowed us to share experiences and ideas on how to better develop and manage human resources in our company.

We were represented at the event by our CEO, Jan Pleyer, who actively participated in the debate and contributed valuable insights from our corporate practice. We discussed current trends in HR, challenges facing modern employers, and innovative approaches to human capital management.

A big topic was the use of artificial intelligence in HR, for example in designing monthly goals, candidate selection, creating job descriptions, and more.

A big breakthrough is also coming in the importance and concept of company culture. Small and large businesses alike are putting their company culture first and aligning their corporate hierarchy accordingly. More and more, the principle of roundtables and discussions across centers and positions is coming into play. This brings a holistic view of problems and a variety of solutions. This is also common practice at Krofian.

The topic of diversity, on the other hand, makes us smile. The diversity of the team is important, but it is not just about the distribution of



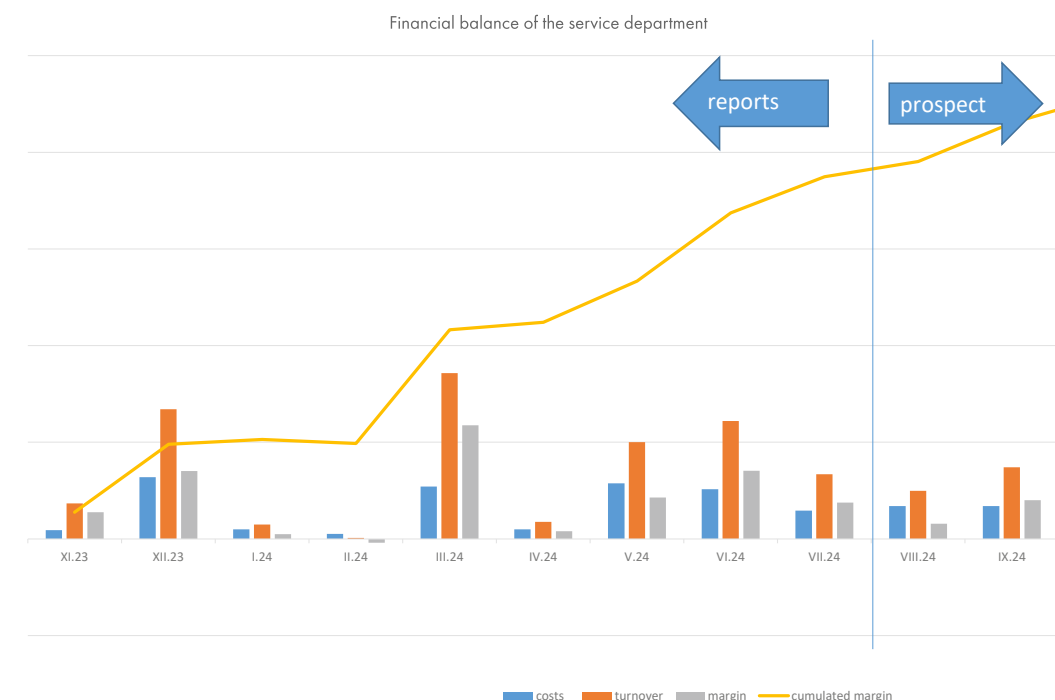
men and women or different nationalities. In our company, for example, we have not yet managed to integrate more female workers in the machining or assembly areas.

# SERVIS KROFIAN

*With the arrival of Service Manager Luboš Hrdlička, the service department has started to show results and to stabilize customers and service receivables. Since November last year, many positive developments have taken place in the Krofian service area and our goal of a fully-fledged service department with added value at the level of technical follow-up services to customers is becoming clear.*

The state of the service department after less than a year is a period of time that I can already evaluate concretely. We have things that have succeeded and are succeeding. These include

- Set communication with customers and timely responses to their requests.
- Customers contact us repeatedly, and they come back.
- We have been able to straighten out relationships with some problematic projects.
- We are approaching quarterly sales of 1 million. CZK. This is also the goal for the end of this year.



But there are also things that still need to be worked on, which I take as a clear challenge and direction:

- My goal is to create a "portfolio" of several experienced mechanics and electro-mechanics, who would be able to take turns and cover for service issues and service calls with the necessary flexibility when needed.
- Entering into service contracts and non-negotiable regular service interventions with customers. This will allow us to have greater control over the status of the lines delivered and will certainly impact customer satisfaction and encourage further sales activity.
- Last but not least, I will push more for some systemic steps regarding the handover of projects for service. This is especially crucial for the subsequent resolution of any defects or complaints.

To conclude this short summary, I would like to thank my close colleagues for their support and valuable advice, the other departments for their cooperation, and in general I very much appreciate the friendly environment within the company.

The progress within the service and setting of further goals, including the evaluation of already set milestones, takes place every month in the presence of the closest management, CEO Jan Pleyer, Managing Director Jakub Krofián, and Sales Director Filip Slaný, to whom I report the results and next steps where we set the vision of the service for the next period.

Luboš Hrdlička, Service Manager



# INSTALLATION MEXICO

One of many other installations on a global scale, this time in Mexico. Each installation is unique in its own way and this project was no exception. It's always another opportunity for us to prove our ability to successfully manage international projects.



Upon arrival in Mexico, the team, consisting of project manager Martin Dohnal and a team of mechanics and electricians Tomáš Zeman, Jiří Štětina, Ladislav Málek, and Miroslav Horák, immediately got to work. The installation itself was not the only main task. During the stay, it was necessary to coordinate communication between us, the customer, and our local service partner for Central America. Coordinating between three different teams presented a challenge.



During the installation, we had to face difficult conditions in the form of high temperatures and dust. Cultural differences and different work habits of the local workers, among other things, had to be dealt with. However, our colleagues showed determination and adaptability, which led to the harmonization of all processes.

Thanks to the provision of suitable hotel facilities with a gym and swimming pool, we were able to recharge our batteries in our free time. On trips like this, quality rest is very important to perform well in foreign conditions. We were pleasantly surprised by the excellent food and the joint recreational activities that we organized together with our service partners. Barbecues, visits to local markets, and even a trip into the wilderness were all great opportunities to bond and strengthen relationships.



This project clearly showed that a successful installation is not only about technology and physical work but also about cooperation, communication, mutual understanding, and acceptance of cultural differences.

But our work is far from over. The next phase of the project is still ahead of us to fine-tune and optimize the installation.

I would like to thank the entire team for their tremendous commitment and tireless work in challenging conditions. We have shown that we are capable of not only overcoming challenges but also making the most of them. I look forward to more successful projects and new opportunities that await us.

*Martin Dohnal, Project Manager*

# THE LINE THAT FLIES

*Delivery of a production line in a few days by air – no problem!*

We deliver the entire production line by air freight for our customers. We carefully prepare the packaging units to meet all airline requirements and expertly pack them with certification and maximum safety for the machines.

It may seem expensive, but with global automation needs around the world, it's a sensible solution. Our customer gets the technology installed in the EU and Mexico at almost the same time.

We have a wealth of experience and work with partners to handle such complex operations. To give you an idea - this is a load range of 4 trucks which are transported by passenger parcel and cargo air freight.



# EXPANSION CONTINUES

In the external hall of #Krofián in Zákupy, the implementation of an order for an international customer continues – production of 2 lines for automatic assembly of cleaning sets. Each of them is 30 m long and includes robotic workstations, conveyor systems, and selected special technologies. Currently, the gradual commissioning and testing of individual stations on the line is underway.

The result will be a highly sophisticated facility that, thanks to a high degree of automation, will bring significant cost savings while improving product quality. To give you an idea - 1 fully loaded pallet of finished products leaves the production line every 5 minutes!



# OUR STORKS

*Happy returns and new additions*

Did you know that storks nest on our company premises every year? These beautiful birds return to us regularly and their presence brings us joy every year.

We held a competition where employees guessed exactly when the storks would arrive. This year the lucky winner was Petra Tanečková, who correctly guessed the date of their arrival and won a free dinner.

We recently had the privilege of witnessing the ringing of our storks. We are proud to announce that our nest is home to three young storks this year!





# WE'LL MAKE 2 MOWERS IN A MINUTE

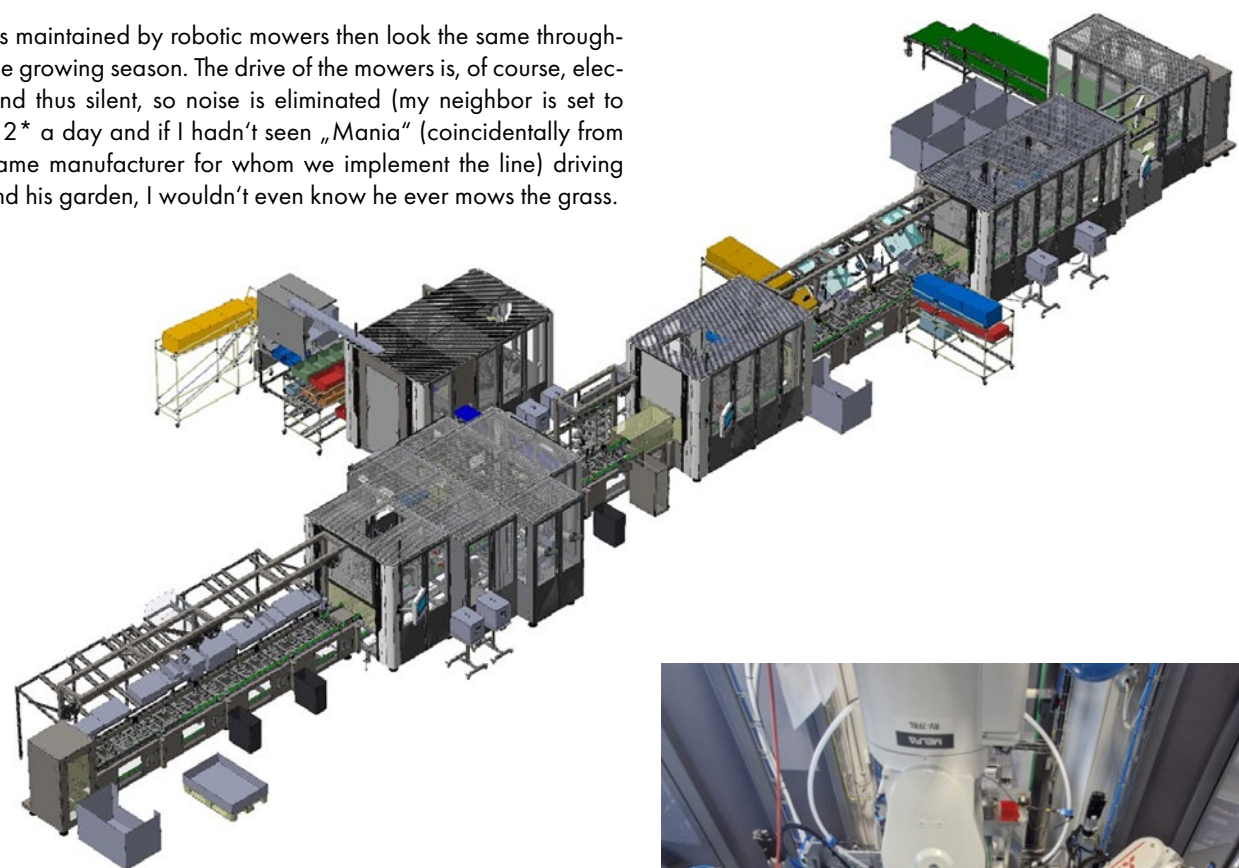
Already last year we started working with a returning customer, a leading player in the field of garden tool manufacturing. The assembly line for the complete robotic lawn mower assembly was a challenge for Krofian, not only in terms of the technical aspects of the technology but also in the way it was conceived.

Just as the share of automation and robotics in the home is increasing, so is the demand in the consumer sector. For our company, this is good in terms of targeted diversification of the sector and moving the scope of major customers for automation beyond the automotive sector.

The principle of a robotic lawn mower is not the same as a petrol or electric one.

The difference is in the autonomy of the robot, where it goes on its mission several times a day, completely independent of the „behind-the-fence“ time. In this way, it cuts the grass by millimeters. The fine grit is then left to lie in the lawn, where it spontaneously and rapidly takes off and thus fertilizes the lawn.

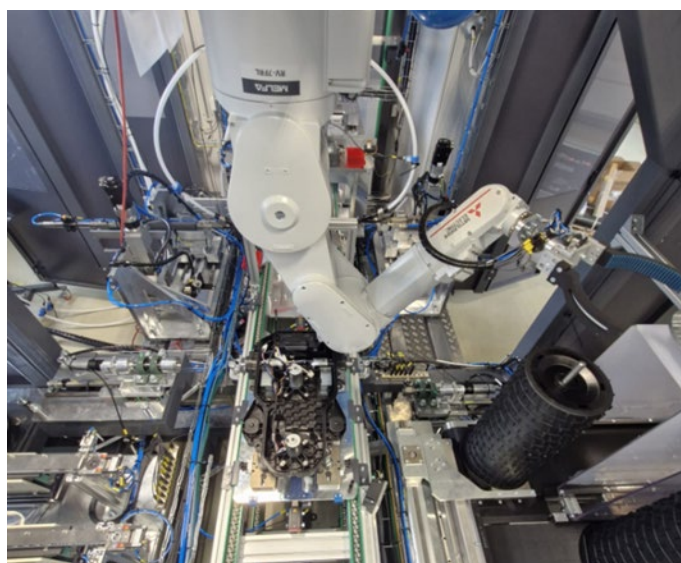
Lawns maintained by robotic mowers then look the same throughout the growing season. The drive of the mowers is, of course, electric and thus silent, so noise is eliminated (my neighbor is set to mow 2\* a day and if I hadn't seen „Mania“ (coincidentally from the same manufacturer for whom we implement the line) driving around his garden, I wouldn't even know he ever mows the grass.



## The concept of the line

The assembly line, which is currently nearing completion, assembles complete robotic mowers in several variants, right from the very beginning. Thus, the whole process starts with the insertion of the basic carrier part and continues through the revival of the electrical circuits to the upload of the control software.

The line is designed as a linear conveyor system, where pallets of fixtures carry the mower from the chassis foundation through the assembly and inspection workstations to the exit conveyor, where it leaves the line fully assembled and ready for use.



Robotic station for setting up wheels

At the start of the process, the operator will start the basic part of the mower chassis. Up to 50 parts or assemblies are assembled onto this chassis, either manually or automatically, or using a six-axis robot.

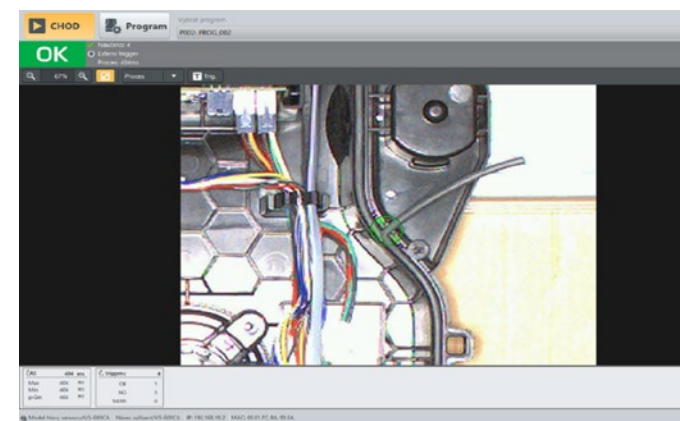
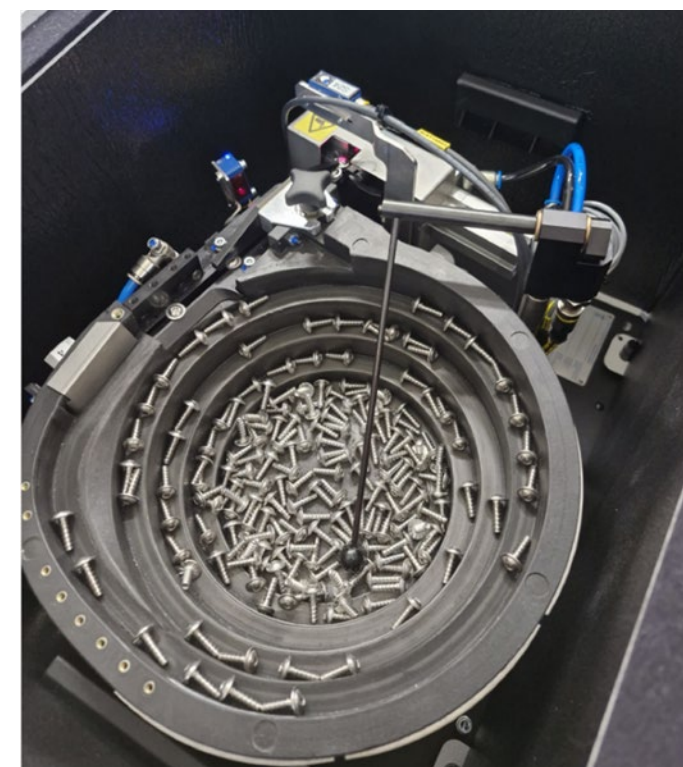
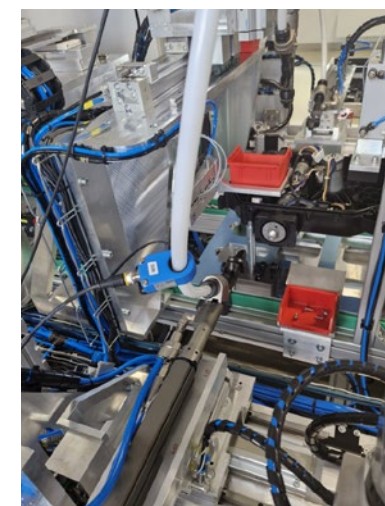


All assembled parts are captured in the basic chassis by clipping or screwing. In addition to the large number of parts to be assembled, an interesting fact is that there are a lot of automatic screwdriving systems used, which screw up to 56 screws in one process!

Such a number of screwdriving systems used on one line is a record for our company. In the course of

Screw spindles

Screwdriving spindles the assembly process, all the components that are to be included in a given mower variant are checked for correctness and foundation. For this reason, the line is equipped with 9 camera checks and countless sensor checks.



View of detection using a camera sensor

## The brains of the product

During the assembly process, the embedded circuit boards, which are the control and brain of the entire mower, are inserted. All of these electronic components are naturally susceptible to electrostatic discharge, so the line is designed so that all electrostatic charge is led and grounded to prevent damage to susceptible electronic components.

## In the vortex of the assembly process

The fitting of components is not done from one side only but from all sides. The main drive wheels have to be fitted from both sides of the mower, the mower discs are fitted from the bottom, and at the end of the process, the protective cover is fitted from the top. In practice, this means that the mower rotates back and forth around all its axes as it passes through the assembly line.

In order for all these processes to take place in a cycle time of 30, the line had to be equipped with 23 assembly stations. This brought the technology to an impressive 30 meters in length.

It's a beautiful sight when you start the first part at the beginning of the line, and after about 12 minutes, a fully assembled roto-mower rolls out at the end, ready to be packed and distributed to customers. This is once again a great achievement by the entire team here at Krofian and this line shows that it is possible to move with the times of ubiquitous robotization, not only in the automotive industry. Our company can be proud that it is contributing to the spread of robotics among consumers.

Stanislav Koutný, Design Manager

Gloss by the author of the article: Although I am a fan of technological improvements and the expansion of robotics into the home, the use of a robotic mower on my property around the house is not possible due to the slope on most of the property, which is about 45°.

That's why I got a more traditional mower this year. It can handle this slope and also automatically fertilizes the lawn - sometimes too much.





# ROBERT GÄRTNER

## Installation Leader

### How did you get here, Robert?

I used to work for an emissions measurement company, and it was an interesting work experience, but I was often away from home on business. Before that I was self-employed, I was in the business of high-rise and cleaning work. But age caught up with me (laughs), I needed more peace of mind. I came across Krofian on a window cleaning contract, and here I am.

### What were the beginnings like? After all, you went into a completely different industry.

Tough. It's a different rhythm of life, different rules. But I didn't start from scratch, I'm a trained mechanic.



### What did you like about working for us?

Interesting work, fixed hours, good team.

### You have gradually risen to the position of mechanical assembly leader, so you manage a smaller team of colleagues on the job, and you also have different powers and responsibilities. What's that like?

I like challenges, both work and life. I'm still working with my hands, there's just a bit more paperwork and a lot more responsibility. But again, it's conceptual stuff, working with people. And I like that, we're a good bunch.

### What do you like most about working here?

The fact that you have to think about it. It's not just about the assembly itself. It's not a monotonous job. And you get to look somewhere on your trips.

### How do you think the company is developing, is there anything you would criticize?

I am glad that the company is doing well and has won interesting contracts. What's not to like? I really don't know... I guess, even if it's for a magazine. But I don't really have anything.

### What about hobbies and personal life, how do you spend your non-work time?

My lifelong sporting passion is rock climbing, in the summer the rocks, in the winter the climbing wall. I ride a mountain bike, I'm still pretty good at it.:) My wife and I like hiking.



**Robert Gärtner**  
Leader of mechanical assembly



**Jiří Jirouš**  
Mechanic of machinery and equipment



**Rudolf Král**  
CNC Machinist



**Tadeáš Barvík**  
Designer



**Milan Hepil**  
Mechanic of electrical equipment



**Renata Jiráčková**  
Accountant



**Adam Šafránek**  
CNC Machinist

## CELEBRATION OF WORK ANNIVERSARIES with new regional gift packages

Krofian celebrates every employee's work anniversary. In the past, we have gifted our colleagues with gift baskets. This year, it's time for a change - we want every package we give out to be personal and reflect the values we hold dear: quality, local, and unique. That's why every employee receives a customized gift pack that includes products from local suppliers.



An example of one of the local companies that can be part of the package is Průtérie from Litoměřice. This company specializes in sausage products, which are characterized by their high quality and variety in taste and shape. In addition, they are one of the first to work on removing most unnecessary ethers in order to promote a healthy lifestyle. Another example is Čokoládovna Janek from Uherský Brod, an honest and homemade Czech chocolate factory. In this chocolate factory, they create everything themselves, carefully selecting only the best quality ingredients, which is reflected in the excellent taste of their products.

We look forward to presenting you with these special gift packs and hope you will appreciate not only the contents but also the thought behind them. Each package has been prepared with your preferences and interests in mind, underlining our commitment to a personalized approach to each of you.



# WELCOME NEW COLLEAGUES!



**Dominik Beneš**

Position: **Mechanic and machine adjuster**

I have been part of the Krofian team since the end of June. I'm a relatively recent graduate and a technology enthusiast who is fascinated not only by its rapid development but also by how it can improve our everyday lives. I am looking forward to the new challenges and opportunities that working here will bring me, and I am ready to continuously develop and learn new things. In my spare time, I like to spend time with my family and friends.



**Samuel Řehoř**

Position: **Mechanic of electrical equipment**

I am a fresh graduate of the Průmyslová střední škola in Česká Lípa and I am glad that Krofian gave me the opportunity of my first job. I hope to learn everything I need for my position and become a full-fledged member of the team. In my free time, I like to read or go on trips with friends.



**Emil Haší**

Position: **SW engineer**

After almost eleven years working in the automotive industry in Mladá Boleslav, I am returning to Krofian as a machine programmer. In my spare time, I spend time with my daughters and sports. I like to go on hikes, even multi-day hikes and mountain crossings, I like to run, play ball sports, mountain bike, and cross-country ski in winter.

# HIGH SCHOOL EXCURSIONS

In our company, we work with young potentials at the level of cooperation with schools in various forms. One of them is regular internships, which we have started again this year for the Secondary Industrial School in Česká Lípa and the Secondary Vocational School in Česká Lípa. Another form is workshops on a given topic. This year, in the first half of the year, we are preparing three apprentices from the engineering and machining sector.

This year, for the first time, we have also organized excursions for the boys before the line is dispatched, so that they have the opportunity to see the fully functional and finished technology. The demonstration was preceded by a theory-like presentation of the design, concept solution, and concept of the entire line. This was followed by an explanation at the machine and a demonstration.

The boys were able to ask specific questions about the workmanship, function, and key nodes of the entire line.

In this way, we are able to bring technology closer to the younger generation and show what is behind the drawings and assembly process and what industrial automation actually is in practice.



# COLLABORATION WITH THE HOSPITAL IN ČESKÁ LÍPA

*As part of our social responsibility, we decided to support the Česká Lípa Hospital and bring joy where it is needed most. We agreed with Clown Jiřa, who accepted our offer and went to the children's ward to make the moments spent in the hospital more pleasant for the little patients.*

Together they played games and shaped balloons into various animals and flowers and each little patient received a cuddly friend as a souvenir that would keep them company after they left the hospital. The children participated in the activities with enthusiasm and forgot their troubles for a while, which was the best possible result of our initiative.

In addition, we decided to provide new equipment for the playroom in the children's ward. We supplied new tables and chairs

and a children's carpet on which the sick children can play comfortably.

We are glad that we were able to make at least a small contribution to a better stay for the children in the hospital and hope that our support will bring much joy in the future. We thank Jiřa for the time and energy she put into this event and we hope to continue similar activities in the future.





# TRADITIONAL WITCH BURNING IN DOBRANOV



Both young and old wizards and witches attended the event and enjoyed a day of fun, competitions, and good food. For our littlest wizards, we prepared several stations where they could demonstrate their magic skills. The children competed in a race and a spider hunt where they had to show their speed and



dexterity. The next challenge was a broom slalom, which tested their ability to control this traditional means of „transport“ for any proper witch. The potion-mixing discipline was also a great success.

Throughout the event, there was a pleasant and friendly atmosphere. Together we roasted some sausages and enjoyed the sunny afternoon. In addition to the competitions, various snacks and drinks were prepared for all participants, whether they were little magicians or their parents.



## A DAY WITH THE CHEF



Chef Michal Pitek from Wildcook visited us and prepared a snack on request. This event brought not only delicious food but also a chance to meet the man who prepares our delicious lunches every day.

During the event, each of our employees had the opportunity to have

Meeting the chef gave us a glimpse behind the scenes of the Wildcook kitchen and a personal insight into the man behind our daily lunches.



a sandwich prepared to their own specifications. Michal impressed everyone present with his art, whether it was the choice of ingredients or the final shape of the sandwich. There was something for everyone.

# COMPANY BARBECUE



We held a company barbecue in our outdoor area. Despite the changeable weather, we enjoyed an afternoon of relaxation and fun. The event was a great opportunity for employees to meet outside the work environment, relax, and have fun.



The main attraction was the pig roast. In addition, we had the opportunity to sample various delicacies from the barbecue catering.

There were also sports activities where employees could play football or ping pong, which brought a dose of competitive spirit.

## BEER TASTING

Although the vine testing is a regular autumn tradition at Krofian, this year we took into account the fact that the majority of Krofian is made up of men. So we organised our first beer tasting in cooperation with the local brewery Lípák. On the agenda was a tasting of several different types of beers. We learned interesting facts about beer production and how the different types differ. There was also a talk about how the brewery itself was founded. The event was a success and ended with an unplanned sitting until late in the evening.





# STUDENTS ON PRACTICE

Investing in the future of our young professionals is the key to long-term success for both them and us.

It gives students valuable practical experience and the chance to see what a real work environment is like. Our goal is not only to impart theoretical knowledge but also to prepare them for real-life situations they may encounter in their future work.

One of our main priorities is to offer graduates the opportunity to keep the doors open for them after graduation. So in the second half of this year, we welcomed two young men to our team to reinforce the assembly department.

We help in a number of ways, from apprenticeship plans to mentoring on the shop floor, to gaining necessary qualifications such as the electrical ordinance. Regular feedback during and after the apprenticeship is a given.



**Marek Groh**

I am studying machining at the Střední odborné učiliště in Česká Lípa and I went to do my apprenticeship at Krofian to gain experience and prepare myself for a working regime that will enable me to better apply myself in the labor market.



**David Kovář**

I am a third-year student of Mechanics at the Průmyslová škola and I chose Krofian for the opportunity to gain new skills in my field. I like to learn new things and I am very interested in modern technologies.



**Jakub Hýsek**

I am a student at the Průmyslová škola and I joined Krofian for a professional practice because I am interested in semi-automatic lines and I would like to learn something new. At the same time, I want to gain work experience in a field I enjoy.

# HISTORICAL VIEW ON PRODUCTION AUTOMATION

Nowadays, it is impossible to imagine production without automation. But how did it all start?

The first attempts at belt conveying are not precisely dated, and the name of the inventor is not known either. Originally, crawler transport was associated with the development of continuous production and craft workshops. The basis was a conveyor belt made of leather or rubber, laid on a wooden structure. With today's steel and fully automated lines, this makes a huge difference.

The big industrial breakthrough came in the 18th century when conveyor belts became part of industrialization, particularly in England. Records show that the British Navy introduced the first conveyor belt in 1804. Alongside the military, bakers began to use it to increase production efficiency.

The pioneer of the first assembly line was Ransom Eli Olds, founder of Oldsmobile. He patented his invention in 1901. In 1907, belt production reached Europe, where it was used, for example, by Ludwig Roselius in coffee production.

However it wasn't until 1913 that Henry Ford fundamentally changed the automotive industry by introducing belt production for the legendary Ford Model-T, which was only produced in black. Ford became famous for a slogan in the press at the time that "every customer can have a car in any color he wishes, as long as it is black." The real reason was that black paint dried the fastest and the production process took less time.

With 15 million units sold, the legendary Model T achieved widespread adoption. Production was cut from 12.5 hours to just 93 minutes! The assembly line itself brought the work to the workers, who suddenly didn't have to go anywhere, and for every step or movement they saved, they did more work to produce the car.

Since those first wooden strips, we have progressed to modern technology that automates the entire process, reducing costs and increasing efficiency. From car manufacturing to coffee processing, automation is still on the rise, and thanks to advances in logistics and computing, it's moving forward all the time.





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