

INform

Issue 7 • September 2021

A CHALLENGING YEAR FOR THE WORLD

THE "ISKORAK" AWARD
PRESENTED TO INMOLD



A VIEW INTO
THE FUTURE

STRENGTHENING COOPERATION
WITH FACULTIES OF
MECHANICAL ENGINEERING

10
YEARS

OF DUAL EDUCATION
AT INMOLD



Dear associates,

Another year has passed, definitely the most challenging one since I've been in business. I could write endlessly about the challenges and efforts the economy has had in the past period, but it is better to look back at the positive details that have marked our development.

Definitely the greatest impact was made by the record number of scholarship holders who went through the dual education system, and those who started working in our company after graduating from secondary school. The number of pupils who were in our system this year is forty, and all eighteen of those who attended the final year began with their employment. This situation is both a great obligation and a great honor for our company because due to difficult business conditions, Inmold is advancing and establishing its business units slowly and confidently for young generations full of energy and enthusiasm, as well as skilled staff with extensive work experience and knowledge. We wish this trend to continue and the number of scholarship holders to continue to rise in the years to come.

What this year has definitely shown is the quality of the clients we work with. None of them gave up in this chaotic time, but on the contrary, the cooperation with all of them was better and more successful than before. This is why we owe them all great gratitude and hope this trend will continue in the future.

In addition to customers, we are grateful for the great progress made in 2020 to our employees. Several sectors were formed for the first time last year, while our team was strengthened with more than fifty people in certain plants, mostly young, but there are a certain number of experienced professionals from various fields.

In terms of investments, the past year represents the largest investment year since Inmold was founded. A large number of new machines and equipment were procured, which significantly improved the production processes at Inmold. The Inmold 4.0 project is going according to plan. With regards to the new company seat, the intention is for the first phase of construction and relocation to be completed by the end of 2024.

Thanks to all colleagues, associates, employees who are working hard to complete their work in the most successful way no matter how difficult. Thank you for the successful cooperation, perseverance and understanding.

I hope you enjoy this issue of Inovine.

Slobodan Janković





14



6



24



38



12



26



54

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INform

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About the Industry 4.0 system from the point of view of leadership in implementation



**Inmold Managing Director and owner,
Mr. Goran Jankovic, B.S. Mech.Eng.**

The Industry 4.0 system which has been implemented in Serbia for several years has placed our country among the 37 countries that are introducing this system in the new era of industrialization. The leading position of Inmold in the implementation of this system in the Serbian economy made it possible to organize a national panel on Industry 4.0 in Požega at the company's seat. The panel held on October 13, 2020 gathered eminent experts in this field, professors from the Faculty of Mechanical Engineering in Belgrade, businessmen, and representatives of the Serbian Chamber of Commerce. The very name of the panel: "Industry 4.0 in Serbia - an example of best practice-Inmold, Požega" provided the host with the opportunity to depict itself in the best edition in terms of presentation of the business process with the implemented Industry 4.0 system and also regarding organizing such conferences.

At the panel which was organized in accordance with the epidemiological recommendations of state bodies, participants were able to exchange experiences, summarize their achievements and set guidelines for future implementation of Industry 4.0 system for which Inmold's managing director Goran Jankovic said explicitly it would soon be the essence of survival of economic entities. On behalf of the host company, Janković opened the panel and allowed his associates to acquaint the guests with the achievements in the application of the Industry 4.0 system, digital model of Inmold, its development and application in practice.

Inmold's digital development manager Bojana Milivojević presented the framework and structure of the project and the topic of her presentation was based on the concept of Inmold's Digital Strategy. Ranko Markovic spoke about robotics and automation in Inmold and on that occasion he demonstrated the operation of Inmold's IML robot. This robot was also part of the exhibition setup for the

needs of the panel. Srdjan Živkovic from Sofins spoke about software support presenting the 3D experience platform for engineering design in the Industry 4.0 model. On this occasion, they also talked about the achievements in dual education and Inmold's example in this area was presented by Tomislav Miletić. As the director of Inmold summed up the essence of the fourth industrialization during the official opening of the panel saying that Industry 4.0 shall not omit any business segment from planning through production and administrative work, the participants had the opportunity to confirm this from different points of view. Professor Dragan Đuričin from the Faculty of Economics in Belgrade spoke on the topic of New Economic Rules in Industry 4.0 and as an inevitable part of the topic. Considerations were presented on the need to change the global economy in the context of disorders caused by Covid-19. Dr. Milovan Milivojević from the "Olimpija" Agency spoke about intelligent supply chains within Industry 4.0, along with an example of research on machine learning in this area in Inmold. The director of the company Enel from Valjevo, Branislav Srećković, presented the digital model of the printing machine produced by this company based on the model of the cyber physical system. The Technical School from Požega was represented by Professor Vladan Vesnić and his topic related to Inmold, provided an insight into the achievements of technicians who are educated according to the dual model of education.

The Faculty of Mechanical Engineering in Belgrade, which has been responsible for the implementation of the Industry 4.0 system in Serbia since 2011 was represented by Prof. Dr. Vidosav Majstorović. On behalf of the Regional Chamber of Commerce of Užice, Ana Lapčević greeted the guests.

A special part of the panel was organized in the form of a round table where Bojana Milivojevic and director Goran Jankovic presented their experiences within the implementation of Industry 4.0 in Inmold. From

the point of view of Inmold's digital development manager Bojana Milivojevic spoke about the beginnings of the application of the Industry 4.0 system in Inmold, and as an analogy to this concept presented the principle of flight control. Vojin Vukadinović, director of research and development and IT sector of Metalac group, Dragan Lazović, owner of Matis DOO, Vidosava Džagić, director of PKS-PKB and Jasmina Gavrilović from Axanta DOO made significant observations on the topic of Industry 4.0 related to economic practice from the point of view of the companies they come from.

In the spirit of tradition, the host organized an informal gathering for the participants, so on this occasion a visit to the Church of the Nativity of the Most Holy Mother of God in Prilipac, dating from the 14th century was organized with the aim of getting to know the local cultural and historical heritage.



From left to right: Bojana Milivojevic, moderator; Dragan Lazović, Matis d.o.o.; Vidosava Džagić, PKS-PKB; Goran Jankovic, Inmold Plast d.o.o.; Vojin Vukadinovic, Metalac Inko d.o.o.; Jasmina Gavrilović, Axanta d.o.o.



Mould makers "cut the ribbon"



From left to right: Nedeljko Simović, craftsman; Radoje Mijatović, craftsman; Željko Đukić, manager; Igor Šujdović, scholarship holder; Željko Ilić, supervisor

The benefit of the expansion of Inmold's space capacities was first felt by the workers from the Mould Assembly Department who received a new working space. At the location of the former Furniture Factory "Napredak", where the realization of landscaping plans began in 2020, the Mould Assembly Department was provided with a space of 1500 square meters. The new space, 7.5 times larger than the original one provides a far better organization of operations in the first place by the fact that each of the units of mould assembly is assigned a separate space. Unlike the old location, the toolmakers are now spatially separated as a whole, which allows them not only to work comfortably, but also with a far more productive system of work. Assembly of moulds for packaging, installation of moulds for technical parts and repair and service of moulds in the new department of the tool shop function as spatially separate units of a single unit. The effect of the whole has been increased by the possibility of purposeful spatial reorganization, so as part of the assembly of packaging tools, the department for manual polishing has found its place. This structured assembly enabled the mould assembly and polishing to be synchronized in the activities of the final operations before the test and final delivery. The dislocated tool shop organized in this way has opened the possibility of additional employment, so the plan is for four scholarship holders to get their first jobs right here.



From left to right: Igor Joksimović, craftsman; Mileta Cvijović, supervisor; Nikola Maslar, manager; Nemanja Sindjelić, craftsman; Dejan Grbić, craftsman
Below: Aleksa Pavlović, scholarship holder; Aleksandra Savić, scholarship holder

Reconstruction and Advancement | 4.0

ADMINISTRATIVE SECTION OF THE BUILDING - ENTRANCE



MILLING





BEFORE



AFTER



PROFILE CLEANING

PROCESSING OF LARGE PARTS



MOULD ASSEMBLY



POLISHING



With left to right. Upper row: Miloško Ivanović, Veljko Rakanović, Predrag Despotović, Nikola Jovanović; (sitting) Ivana Antonijević





ENGEL
victory 220

Investment from the position of new challenges: **SIX NEW MACHINES IN INMOLD**

The tradition of continuous maintenance of a high technological level of the production process at the company Inmold is supported by the latest investment in the plastic injection plant, which has become richer for six new machines.

The beginning of the second quarter of this business year at Inmold was marked by the purchase of completely new plastic injection machines.

These machines, whose configuration is specially made for operating with moulds for injection molding of technical components, are intended to achieve the highest possible quality that meets the most demanding standards. With the recognizable quality associated with Inmold moulds, the new machines will primarily serve for tool testing. This will be one of the guarantees to our customers they can expect maximum exploitation from our products. The use of robots in the production process will be incorporated into the potential of the purchased machines so each of them is immediately equipped with it after commissioning as well as with all other equipment for uninhibited mould testing.

The principle that currently places us on the list of the leading companies in the world is the fact that every mould and robot are tested on machines that are located in the parent plants prior to delivery. This possibility represents additional security for the buyers of our products and ensures that they shall receive a completely reliable, practically tested product for their money. An additional benefit we provide is complete transparency when it comes to such testing which means that each customer can personally attend the trials at the tool shop. In the current epidemiological situation the trials are broadcast online by video transmission.

All this in its entirety means that our company, regardless of the tendency to slow down the development of the economy on a global level due to the consequences of the pandemic is not giving up on the planned development strategy which includes investments of this type. The essence is that the company's management, taught by experience and guided by the achieved results in various factors imposed by the environment in achieving the goals, sees the current situation on the world market more as a challenge than as a position that recommends restraint from investing.



With quality to customers' trust

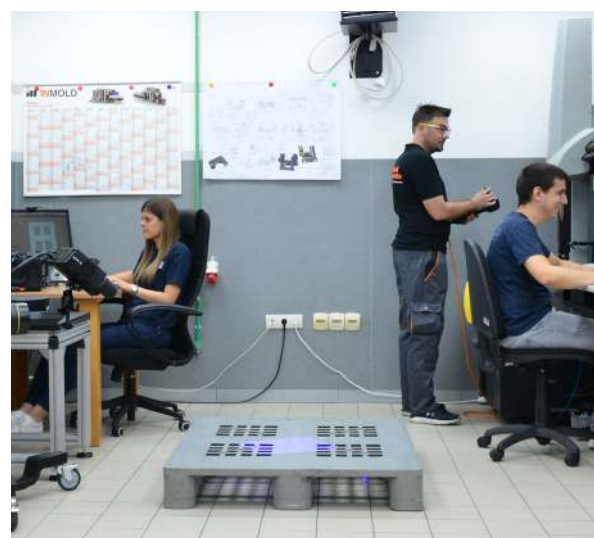
A quality product is based on expectations the customer will be satisfied not only with a single purchase, but that he will gain the so-called "trust in the brand". For the manufacturer, this means recognition of every investment and continuous procurement by one customer also means trust to be maintained.

Inmold's products have long been synonymous with quality on the market and consequently a relationship of trust has been established which logically requires an effort to nurture such a market relationship for the future. Establishment and permanent investment in the laboratory for testing plastic parts is one of the investments directed in this sense.

The motives that led to this investment are more than measurable both materially and from the point of view of corporate responsibility. Their essence is reflected in the business logic of the following relation: production of quality moulds which result in quality plastic products that must meet certain geometric, physical and chemical properties until quality is evaluated.

A new space with appropriate dimensions and comfort has been provided for the laboratory which requires efficient work conditions for testing plastic products.

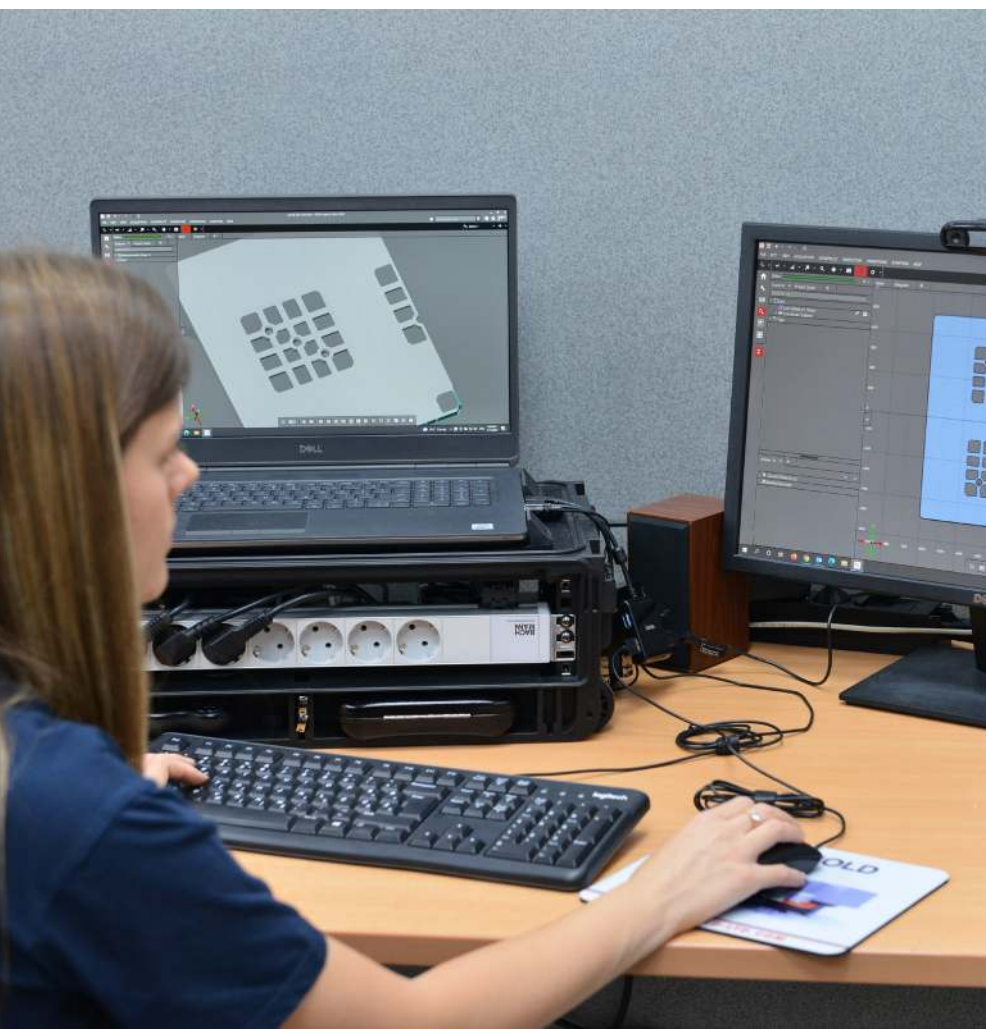
The latest generation 3D scanner GOM Atos Q was purchased for



the needs of laboratory testing in order to achieve appropriate product quality. Inmold's most modern device for industrial metrology, the 3D scanner GOM Atos Q is one of a kind in Serbia. In addition, two Keyence measuring devices were purchased. In addition to this equipment, the laboratory is equipped with devices and tools with appropriate performance.

In addition to investing in equipment, Inmold has provided employee training for operation of this equipment.

In accordance with the business strategy, Inmold's intention is to improve laboratory work and this means further investments in equipment and employee professional capacities.



Priboj welcomed the expansion of Inmold's capacities

The company Inmold gradually and in accordance with the long-term development plan expanded its production capacities to the municipality of Priboj. The first plant in Priboj was opened on 28 June, 2019 on an area of 1600 square meters at the location " Priboj Free Zone ". On the same date, two years later, the working space increased by another 3,200 square meters. The new expansion of capacities provided jobs for about another hundred Priboj residents from the initial seventeen workers in the tool shop at the very beginning of the business at the new location. Inmold has enhanced the Priboj industry with a plastic injection plant from the plant for the development and production of mould parts and industrial robots, which is the popular tool shop, from where it all started. In addition to increasing the number of jobs, there is a need for new occupational profiles. The chance to establish an employment relationship was recognized by workers who gained experience in well-known Priboj companies that no longer work and who were given the opportunity with additional training or training in new plants, to continue their earlier work experience.

Together with the new plants, Inmold has incorporated the entire business system into the Priboj local community as has been the practice in Požega for years. A video projector was donated to the elementary school "Branko Radičević" and a basketball tournament was financially supported. Since the opening of the Inmold tool shop, the model of dual education has come to life at the Priboj Secondary School of Mechanical and Electrical Engineering and scholarships for schooling are also provided for young people from Priboj.

The opening of the tool shop for Priboj has multifold benefits and the new plastic injection plant only multiplied what was assessed as "excellent" in the local community in 2019.

3200 m²

100
new jobs



Minister of Economy Ms. Andjelka Atanasković with her associates visiting the company Inmold Priboj

New scholarship quota: --- We continue to motivate!

Inmold was one of the first companies in Serbia to support the education system that monitors real market needs regarding certain occupations, first through the dual education system and then by providing scholarships to pupils and students. From the company's point of view, this type of investment brings multiple benefits - both to the investor and the local community, including the family as its basic cell.

The company acquires workers after they have completed education specializing in performance work operations in the business system and those who can easily be professionally trained in the future in areas which the production process demands. Specialized for certain jobs, young workers can further initiate certain positive changes in their workplace through research, input, suggestions, which is certainly very positive for company performance. To a young man or woman who opts for a profession that involves practical work, the company offers secure employment after graduation. This is certainly a mitigating circumstance by directing young employees towards something that is certain and that gives them the opportunity to plan and realize other life situations. Such benefits certainly bring certain psychosocial stability within the family which, in the broadest terms, is spared the worries concerning the workplace for its student. The most important element in the complex of scholarship consequences is the fact that helping young people in education is a motivation for success. It is known that one of the criteria for receiving scholarships is the average grade point average during the previous education. So by providing scholarships, the company encourages motivation for even better results. In that sense, scholarships should not be understood as selection, but rather stimulation. Fulfilling the conditions for a scholarship is important in the process of building personalities of the young people who become accustomed to assessing their own values and achieving their ambitions as well as continuously developing them during life and work.



Scholarships for pupils of new educational profiles

Occupations that are the subject of investing in human resources through Inmold scholarships are planned in accordance with the needs of the business system and to that end openings are announced every year for students interested for applying for certain profiles. For the academic year 2021/2022 Inmold has planned quotas for scholarships for pupils attending the Technical School in Požega and the Technical School in Užice. This is fifteen pupils from the Technical School from Požega in the field of machining operators and four pupils from the Technical School from Užice. Four scholarships will be allocated for the locksmith-welder courses for pupils from Požega. In addition to mechanical engineering, Inmold will also provide scholarships to two pupils studying for cooks at tourism and catering schools. The company's interest in this type of participation in education is also in the fields for computer management technicians and mechatronics technicians, but the quota is not determined in advance but is a supplement to the total planned annual number of scholarships.

SYNERGY OF INTERESTS FOR THE BEST RESULT

The parameters of a successful career of an educator are people who have been realized both privately and professionally especially those whose potentials were recognized and supported by their pedagogue. Professor Slavko Đokić, our interlocutor, made it his commitment that, in addition to personal success, the local community and society as a whole get higher quality. As the director of the Technical School in Požega, Professor Slavko Đokić was among the first to support the model of dual education, so along with Inmold, he was one of its initiators and bearers. The technical school became an example that other schools followed, just as Inmold became a role model in this field among Serbian businessmen. Professor Đokić and I reminded ourselves of the beginnings and development of the dual education model and the level it has reached now.



**Professor Slavko Đokić,
Principal of the Technical
school in Požega**

The introduction of the dual education model in schools had its supporters and opponents, and the public was also divided. From the point of view of a school principal who had the honor of being among the first to apply this model, tell us what you consider to be an advantage and are there any disadvantages?

-The Technical School in Požega realized at the beginning of the new century that full connection with the economy at the local and regional level is the only right way to work and before the implementation of the Law on Dual Education. So it developed new educational profiles, correcting existing theoretical subjects in favor of professional knowledge and skills. From the vision of Mr. Goran Janković, director of Inmold, the cooperation between the school and Inmold came about and professional CNC machines were introduced in school classrooms. Tomo Miletić, mentor of professional practice, enhanced the level of professional practice in all areas of student work in the

company, so that when dual education came to life, we were already there. The statement of the director of the company Inmold is that after seven years of continuous improvement of cooperation, he is now completely satisfied with the functioning of the agreement.

The Law on Dual Education has its weaknesses which should be eliminated primarily through the categorization of pupils in the area of receiving funds. Then the cooperation of practical teachers and mentors in the company must be planned and implemented in practice.

Every beginning brings certain difficulties. It is assumed that it was the same with the model of dual education. During these eleven years of functioning, has a system been created that works without problems?

-In fact, the Law on Dual Education has only existed for two years, and our mutual experiences and joint cooperation between Inmold and the Technical School have lasted for more than a decade. I believe that we could be a model to all companies and all schools.

Inmold was one of the first companies in Serbia to get involved in this way of schooling. From the beginning until today, what have you achieved together?

-Numerous pupils and students from different fields have passed through Inmold as scholarship holders (computer control technicians, mechatronics technicians, locksmith-welders, machining operators). With full attention to training, they acquired practical knowledge and skills which could immediately be applied during employment. Legal problems regarding safety at work and other issues similar

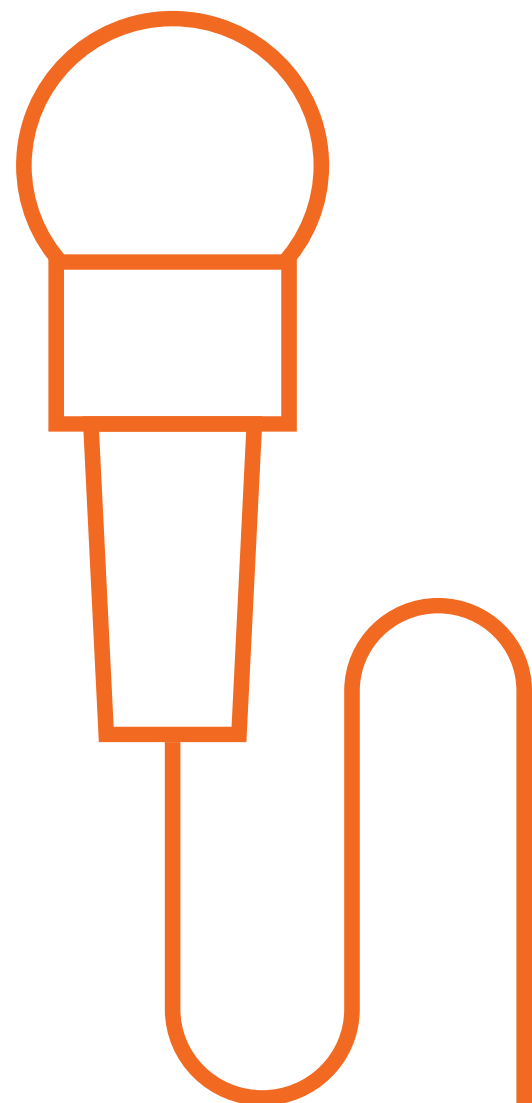
to the great business policy are overcome by the precise provisions in the Agreement which was signed not only with the school but also with the pupils' parents.

If we start from the fact that at least four factors participate in the model of dual education: school, economy, students and parents and the state, what is expected and can it be said this relationship is synchronized in achieving the same goal?

-Common interests give best results. Everyone in this chain should be involved in their own way. Only in the joint synergy of ideas, plans and solutions, does the realization of the Law on Dual Education make sense. I am extremely pleased and happy to have dedicated my energy to such important issues for the work of the school, for the improvement of the production process in Inmold, for the overall satisfaction of students and parents. The fact that honor-roll pupils and winners at Republic level competitions were Inmold scholarship holders also testifies to the quality and success of the joint cooperation.

Is there something that, as a school principal, you could not realize and it concerns dual education?

-I would certainly like the interest of children and parents in dual education to be greater. I hope the awareness of the necessity of involvement in economic processes will gradually increase because this is the key to increasing the existence and the overall well-being of life. Once again, I wish to express huge gratitude to Inmold because, along with the growth of this company, it also contributed to the progress of the Technical School.



Common interests give best results. Everyone in this chain should be involved in their own way.



Through selection to perfection



 **INMOLD**
DUŠAN OBUČINA
Spec.App.El.Comp.Eng.
Project Manager

For decades the production of healthy food has gained importance and at the same time great attention is paid to food packaging. From the material quality of to the method of production, with a shape that should meet the needs of end users, to design, the production of packaging has become a complex process of extremely high criteria. The responsibility of producers also grows with such high criteria so this segment of production, among other things, requires a high level of control before placing the finished product on the market. Inmold has paid due attention to this phase of the production process, striving not to deviate from the high standards of final quality products that are recognized by the most demanding markets. Visual control, as one of the ways to confirm the quality of finished products before placing them on the market, has the role not only to select the right and defective products, but also serves as a parameter of the properness of the entire production process. It can also detect certain problems in the production chain: from the percentage of poor products that reflect the economy of the production system as well as the segment of the process which indicates deficiencies causing most deformations of various shapes.

The segments that make up a complete visual control system are:

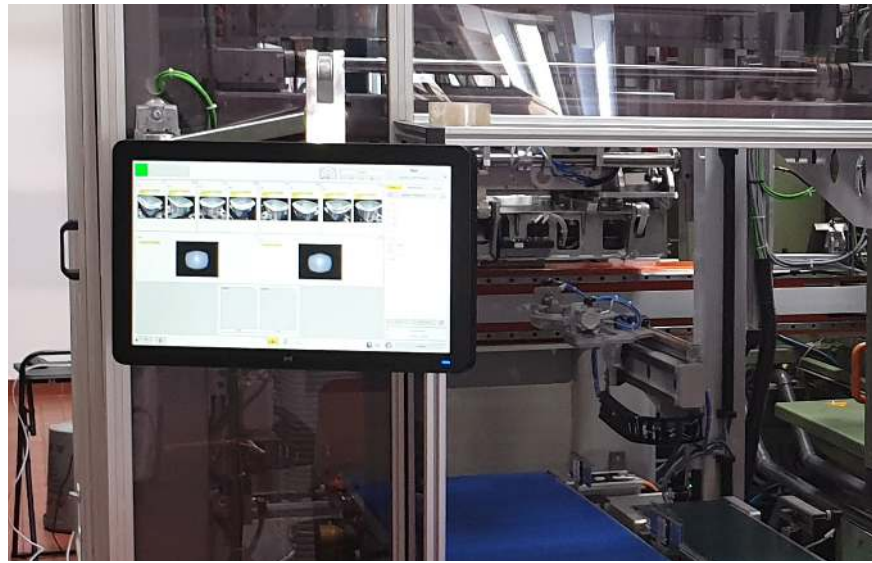
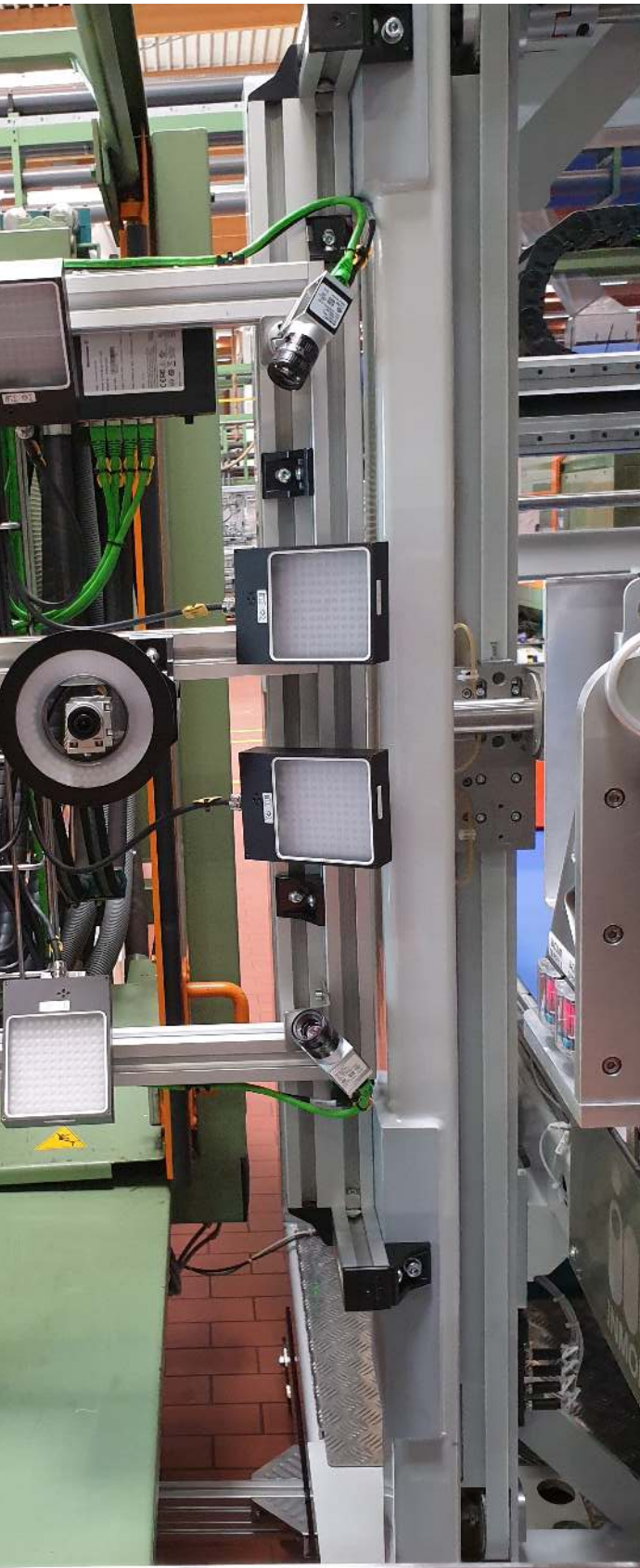
1. Ultra fast monochrome or color cameras with resolutions ranging from 2 to 5 Mpixels that allow detection
2. Industrial PC platforms with processors that enable fast image analysis
3. Special high-speed LED lights that adequately illuminate the surface to be recorded and whose optimization with appropriate focus ensures clear displays
4. Appropriate software tools



The combination of state-of-the-art hardware and appropriate software guarantees precise results, and the previously listed system supports the passage of up to 50 objects per second with an initial accuracy of 0.1 mm.

In addition to abnormalities such as: presence and position of the label on the product, control of product edges, IML label spilling onto plastic, inspection of the material itself and inspection of design and graphics on the label, texts, data matrix and bar codes are also controlled. All these parameters are entered as default constants in software that also records deformation statistics. These statistics are important for the organization of the production process since the data indicates the critical places that produce the highest percentage of defective products and which consequently need to be qualitatively modified. The system of visual control is important not only for quality control of finished products but is also an investment whose effects are positively reflected in all earlier phases of the production process which, if in

compliance with the results of control, partially multiply production and consequently economic efficiency. Simply put, by early detection of deficiencies, it is possible to make modifications in the production chain and as a result prevent mistakes that the market of finished products both punishes and reluctantly forgets.

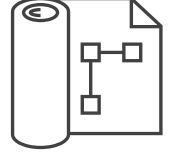


A ROBOT FROM AN



Customer inquiry

Defining robot requirements



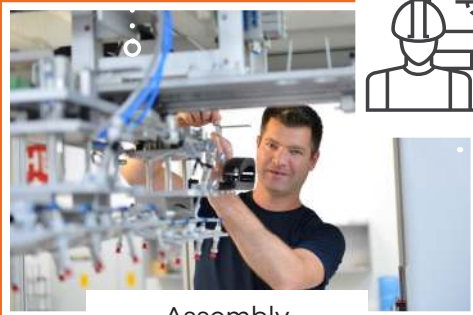
Creating a project task



Making parts



Construction of frame



Assembly

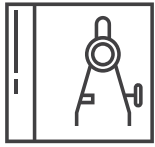


Electrical cabinet assembly



Preparation for transport

IDEA TO REALIZATION



Construction and
designing



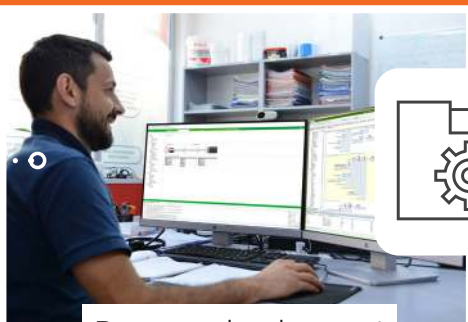
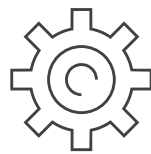
Development of
2D documentation



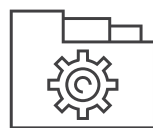
Consulting with
craftsmen



Material preparation



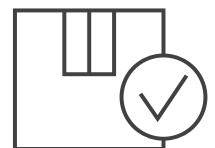
Program development



Testing



DELIVERY



Princ

LEATHER



30 GOLDEN YEARS



The company "Princ" was founded in 1990 in Požega, as a craft shop for the production and repair of leather items. Over time, we have created a recognizable brand, both in Serbia and abroad. We are engaged in the manual production of leather business accessories, based on the fulfillment of customers' wishes.

Princ Leather d.o.o.

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T: +381 (0) 31 825 001
T: +381 (0) 31 812 581
M: +381 (0) 63 825 0011
F: +381 (0) 31 825 401
E: princ@princleather.com



WWW.PRINCLEATHER.COM

ORIGINAL LEATHER GOODS

PERFOM

MODERN FACTORY WITH THE TRADITION OF METAL PROCESSING **SINCE 1942**

From the very beginning, we have worked hard and believed in the power knowledge and sincere commitment. By accepting new and young ideas, we strive to stay young in spirit-to mature, but not to grow old. Yes, we are constantly acquiring new, business and life knowledge
We believe in continuous development through constant maintenance and improvement of existing processes, because ideas don't always have to be new and it's often enough for them to be better.
We are always on the trail of new chances and opportunities, because only changes are certain



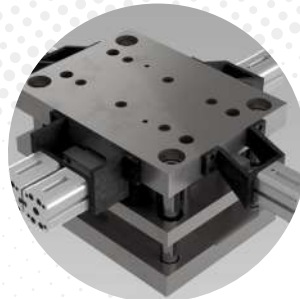
CAPACITY



QUALITY CONTROL



DEVELOPMENT



TOOLS



PERFORATION



BENDING



SEMI-CIRCULAR BENDING



PRESSING & DEEP EXTRACTION



LASER CUTTING



WELDING



ASSEMBLY



LOGISTICS



www.perfom.rs

Inmold donations: WE ARE LIVING IN THE SAME TIMES

200

hospital bed
chart holders

By donating certain goods, the donor demonstrates care for the improvement of certain public spheres, and the very act of donating implies donating without compensation.

Since its establishment until present time, the company Inmold is among those subjects whose donations have proven they care for the improvement of certain activities or conditions at local community level and beyond, all for the benefit of citizens.

During 2021, Inmold financed the improvement of the fence along the main road at the location of the public institution of the Fire Brigade of Požega, and also aided it with the purchase of a car wash machine. Infusion racks and temperature sheet plates were donated to local health facilities, overcoming the lack of seemingly small equipment necessary for the work of medical staff.

The local community of Priboj attracted the attention of In-



Funds for the Square concert

Projector for the elementary school "Branko Radičević"

Plastic injection molding machine at the Faculty of Mechanical Engineering in Belgrade



Inmold is also the recipient of certain funds in the form of grants. Inmold received part of the funds from the Ministry of Economy and the Serbian Development Agency necessary for the arrangement of the existing business space as well as for the realization of program employment in the form of non-refundable aid by satisfying the award criteria, and respecting the conditions of use.



2150
IV hospital stands

VIDEO



A car wash machine to the Fire Department

Inmold at the moment when the new factory started working in this city and it also donated certain funds for organizing a basketball tournament. In Priboj, Inmold helped the elementary school "Vuk Karadzic" to purchase a projector necessary for enhanced teaching.

Inmold donated a plastic injection machine with necessary equipment to the Faculty of Mechanical Engineering in Belgrade. From the establishment of the company until present, fruitful cooperation has been maintained with this faculty.

Improvement of the Požega Fire department fence by the main road

Funds for a basketball tournament



Occupational health protection: Workers in the first place

The term “corporate identity” is reflected not only through the means (visual, material) by which the company is presented in an efficient way on the market, but also in the organization of company internal functioning. This includes the manner of organizing the production process at all stages as well as the application of humanistic and social models of activities.

By developing its own corporate identity in addition to the obligations to workers as defined by law (material benefits and work safety), Inmold undertook other social activities. Among other things, Inmold organized free systematic examinations for its employees at the MediGroup General Hospital in Belgrade. Since the beginning of the pandemic caused by the Covid-19 virus, in addition to the protection measures prescribed by state and health

authorities, Inmold has provided free additional examinations by specialist doctors for individuals who needed this type of health care.

Inmold workers were given the opportunity to be vaccinated against Covid-19 at the company premises and saved time instead of scheduling regular vaccinations through the e-government portal.

For employees who have met requirements in terms of age and length of service and in cooperation with Wiener Städtische Insurance, voluntary health insurance cards have been provided giving them opportunities to quickly perform the necessary specialist examinations for which they would have had to wait a few months if they had followed the regular medical practice.



The year of challenges in the world brought Inmold special recognition

The Serbian Chamber of Commerce presents the "Iskorak" ("Step forward") award

The year that brought many changes in all segments of life and work due to the epidemic caused by the Covid 19 virus resulted in new knowledge on the limits and possibilities of all activities. It will also be remembered in the business world as a year that tested the flexibility of each business entity in terms of finding and adapting to existing ways of business operations. After the declared epidemic, Inmold managed to quickly reorganize the existing system and respond to the modified business conditions and remain on the list of leaders in its branch despite all the difficulties.

Following the economic parameters, the year of hope for the success in the fight against the Covid-19 virus for Inmold meant that the agility of the reorganized system gave positive effects that did not go unnoticed in the wider community. The Chamber of Commerce of Serbia, therefore, awarded Inmold with a recognition named "Iskorak" (one pace forward). This recognition is awarded for innovation, business as a whole and enhancing the reputation of the community in the region. In essence, these are the

parameters built into Inmold's business strategy since its

founding, and the "Iskorak" award is a merit for many years of work with valorization that is transferred to the environment. The modified business conditions caused by the epidemic in the year in which the award was given present a special value in relation to the recognitions that are awarded in regular living and working conditions.

The managing director of Inmold, Goran Janković, thanked the Chamber of Commerce of Serbia, which monitors the company's operations, and pointed out that "Iskorak" is not only a "glorification of what has been achieved, but also a motive and a new challenge for even better results in the future."





Inmold's products for the German super fast train

The history of the development of a company is not only a summary of what has been achieved, but also provides insight into the seriousness of its plans for the future. The development of Inmold is also marked by a series of investments in all spheres of business and this is a continuous planned approach in accordance with the management's plans to ensure the company's prosperity in selected activities. The year 2020 will remain recorded in the company's yearbook as significant when it comes to investments and one of the biggest is related to the large parts processing plant.

Inmold's large parts processing plant machines the largest products whose customers are from the rail transport industry. The parts that are processed in this plant are installed in superfast trains and a special recognition for the quality is the fact that they are installed by the German railways on the latest fast trains ICE 4.

The large parts processing plant also processes parts for robots that are placed on the market and whose basic construction in this plant is completed in just three days after completion of drawings.

From 2021, Inmold's plant for processing large parts will perform demanding processes on welded structures for the needs of rail vehicles, as well as for the assembly of both rail vehicles and the automotive industry.

Mechanical engineer
Vladan Petrović,
manager of large profile
processing plant



As no business invested in Inmold has been left without deserved market attention, which means an increase in demand in line with quality, the volume of work for this plant has initiated contemplation in the direction of capacity expansion. In accordance with the plans that were based on real needs, a new hall with an area of 1600 square meters was built. Arranged in accordance with the requirements of operational operations, the new space is adequately infrastructurally equipped with the latest technological advances in the field of heating and cooling. The two new Zimmermann gantry mills with accompanying equipment that have been procured are the crown of previous investments in this plant.

Along with the new plant for processing large parts a 400 square meter hall was renovated for the purpose of manual processing of parts and packaging of finished products and is also planned for completing the entire process started in the processing plant.

All this resulted in the employment of new workers and completes the system of processing large parts at Inmold at a new quality level.



Nikola Zarić, CNC milling machine operator



INMOLD KNOWLEDGE ZONE

Milovan Milivojević, Doctor of Computer Science, with a defended thesis on **Methods of development and adaptation of regression models based on genetic algorithms** at the Faculty of Sciences and Mathematics in Kragujevac (Institute of Mathematics and Informatics, 2016) is an external associate and longtime connoisseur of **Inmold**, especially in the sector Informatics and applications of information and communication technologies (IT Sector / Digital Development / Inmold Digital). He has participated as a lecturer at the **26th Panel of Industry 4.0**, which was held in June 2020 at Inmold. In several sequels for Inovine he presents his views on the value of knowledge, on trends in the field of applied software in all sectors of the Inmold Group, on the importance of the **Industry 4.0 paradigm, Machine Learning, Artificial Intelligence**, on digital innovation issues in Inmold's universe and ecosystem and challenging modern blends of theory and practice.



Milovan Milivojević,
PhD in Computer Science

When we say “knowledge” in the context of its existence in a business entity, we do not only mean theoretical knowledge but also its practical application, which implies collective and personal development. What are your observations on the example of Inmold on this topic?

It seems that your question and placing knowledge in the center of the conversation, both in the theoretical and in the practical context, is expertly chosen. In a time of **epochal rise and dull domination of insignificance**¹ as well as **total emptiness of meaning**² that was prophetically announced in the books **The Rising Tide of Insignificance and The Era of Emptiness**, Cornelius Castoriadis and Gilles Lipovetsky, every ray of light directed in this direction is of great importance.

What is the importance of knowledge in modern times and in industrial business systems?

Is it **worth** learning? Is theory different from practice? Do faculties and universities, vocational academies and schools, in the age of **Internet democratization** of knowledge have an important role and what kind? How useful is the knowledge acquired in the educational system of the Republic of Serbia in Inmold? Can it be faster and better? Right away!?! There are numerous dilemmas about the **unbearable ease of existence** and the false availability of knowledge at the **touch of a button**.

One question induces and swarms a flock of others.

These questions, and numerous in maturity, would require a high-resolution **nxD** scanner and no small space to synthesize answers. Nevertheless, limited by the margins of Inovine, I would summarize my position in an unequivocal and primary statement:

Primarily through a work culture and expertly integrated theore-

¹ Cornelius Castoriadis, *The Rising Tide of Insignificance*, Art Society, Čačak-Belgrade, 1999.

² Gilles Lipovetsky, *The Era of Emptiness*, Književna zajednica Novi Sad, Novi Sad, 1987.

³ Gojko Perović, the rector of the Theological Seminary of St. Peter of Cetinje in Cetinje, used it in one of his lectures.

tical and practical KNOWLEDGE, Inmold provides a **Return to the Future**.

This modified **semantic differential** about returning to oneself and the future needs to be understood and **thought through deeply**³.

In this spirit, in the role of a professor (teacher), I recommend your readers to carefully **absorb** the ideas from the two books that among others, help crystallize attitudes about knowledge: the first of them, for business systems, R. Thyssen's **Knowledge Dividend** et al., was written in the technologically modern Netherlands and published long ago, in 1999 (The Pearson Education Limited), and was translated into Serbian in 2006 (Asee books, Belgrade). The key ideas of this great book are sublimated in the determinants: **Knowledge Economy and Quantum Economics**. The second, written by the German Christoph Keese, **Silicon Valley**, was published in 2014 (Albercht Knaus Verlag, Munich), and translated into Serbian in 2016 (Laguna, Belgrade). By concentrating on the pages of this analytical and futuristic book, Inmold Cards, at all levels, will gain the outlines of the very core of the future, the density and significance of knowledge (at the limits of reason) and at least take a peek through the **Omega Point** keyhole at **Singularity University** on Mountain View, Palo Alto, California.

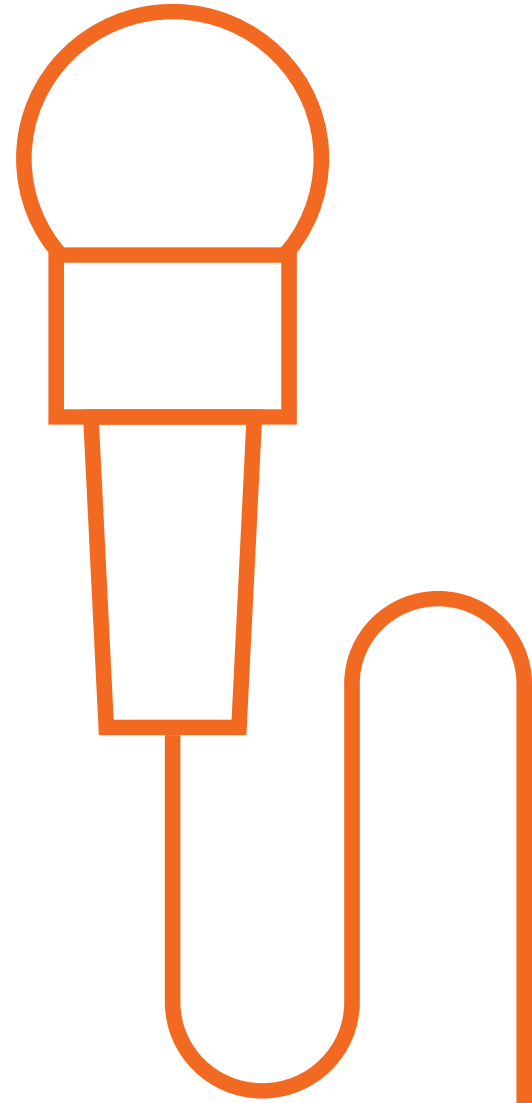
As someone who knows Inmold, and **I have known** it before it was **born**, from the ideological contours and sparks of the founder of this company and his creative dreams more than thirty years ago, I **testify** that Inmold's leading teams, inspired by ideas from similar books, created a

recognizable **Inmold knowledge zone**. A zone that is nurtured, encouraged and respected.

Inmold relentlessly **defeats** an incoherent, dangerous phrase of a dull character: **theory is one thing; practice is another**, which unfortunately, more and more often, occurs in our area at the organizational, structural and functional levels, operational or managerial.

Let's just think about how to expertly translate theory, which is the essence, into practical and complex products of **high values**. And high value, with a dominant share of theoretical and practical knowledge, since Inmold is a **collaborative robot** and / or **smart** AI-enabled IML technology line in Nigeria, Turkey, North America or Germany ..., supervised by HoloLens | Mixed Reality technology and optimally managed in real time, cloud distributed software from the Inmold center in Požega. The development of an export-oriented industrial paradigm, based on robots, automated IML lines, smart plastic and non-ferrous metal injection molding tools for the most demanding parts of the automotive and aerospace industries, is impossible without an optimal combination of theory and practice.

Inmold knowledge is not primarily personal knowledge, an important dimension is also collective knowledge, as an essential part of Inmold corporate culture.



This approach of the INMOLD group proves continuously through:

- staff characterized by: top knowledge, continuity training (LLL), youth (average age: 32 years old), enthusiasm and work ethic, complementarity (carefully structured share of different professional disciplines) and primarily **open minded**;

- formation and completion of the Development Center with four modern units (Center for Automation and Robotics, Research and Development Unit, ...);

- **Inmold digital** team, formed also on an **open mind** premise, in the context of exchange of experiences and knowledge with foreign and domestic partners, and composed of computer scientists and mathematicians, with the objective of including Inmold Corporation on the digital **highway** and tech-

nological routes of the future;

- innovation, especially in the field of robotics and modern automation;

- significant steps taken during 2020/2021. in the implementation of production management software;

- application of the most modern, licensed CAD / CAM software packages such as: CATIA, SolidWorks, PowerMill;

- on the application of machine learning algorithms (Machine Learning-ML) and artificial intelligence (Artificial Intelligence-AI) in control processes (**Computer Vision domain**), packaging processes (development of innovative design solutions for robotic assembly of subassemblies in assembly), but also in the application of ML in intelligent customer clustering;

- support for innovative projects (SHIPmEnTT project, SMARTino project, ...);

- Strong involvement in the propulsive field of Industry 4.0 (especially as the host of the 26th panel and conference **Industry 4.0** in cooperation with PKS and the Faculty of Mechanical Engineering in Belgrade, with numerous participants and lecturers from the world of industry and universities);

- development of models of technical-technological schools, schools of informatics as well as schools of language competencies, based on their own methods of knowledge transfer;

- investing in young staff and pioneering activities at the level of the Republic of Serbia in the renewal of professional technical occupations;

- scholarships for a large number of students and high school students in technical fields (30-40 per year);

- organizing study and entertainment trips for Inmold



Prof. Milovan Milivojević, PhD.
lecturer at the 26th panel Industry 4.0

scholarship holders, in order to expand their corpus of knowledge, perspectives and acquisition of general culture;

- cooperation with the faculties of mechanical engineering (Belgrade, Kragujevac, Kraljevo, ...) and providing real internships for students of these faculties and realistically great employment opportunities;

- sponsoring competitions in the field of technique and technology at the level of the Republic of Serbia;

- providing financial support for the publication of professional technical literature in the Serbian language;

- contribution to strengthening the academy-practice relationship (hiring professors from universities and academies, as well as experts from specialized fields of industry both domestic and foreign);

- donation of significant gifts in the form of machines, to educational institutions (Faculty of Mechanical Engineering, Belgrade, Secondary Technical School, Požega ...), and close cooperation with these institutions;

- the organization of Inmold's **open doors** for children and youth, where most primary and secondary school pupils from Požega and surrounding cities have the opportunity to see the world of technology and to indirectly, correctly, calibrate the value system;

- increasing the reputation of the region and raising the technical / production potential of the region based on knowledge, skills and technical skills;

- strong support for the culture of knowledge and work, and especially technical culture as the basis of a decent and

quality life;

- Inmold spreading **Serbian technical culture** and Serbian **smart products** on the world market.

It is not easy to mention everything, and it is more than enough for your readers to get a picture of how Inmold Corporation, integrated KNOWLEDGE from theory and practice, is continuously ground like a diamond and treated like a jewel.

And additionally, in the spirit of your question, **Inmold knowledge** is not primarily personal knowledge, an important dimension is also **collective knowledge**, as an essential part of Inmold corporate culture. **Inmold's knowledge transfer fluid** circulates in production plants, in design offices, in technology, in the development, commercial and marketing sectors. This fluid is often under high pressure, but the working and creative atmosphere is also creative, invigorating and refreshing, with high potential. It seems that **corporate and collective knowledge** is embedded in the DNA of employees and that it is integrated into the corporate spirit of high performance through special **Inmold energy fields**.

Finally, I would like to point out that in addition to the two previously mentioned dimensions or axes (axis: theory / practice and **personal / collective knowledge axis**), in the **Inmold coordinate knowledge system**, there is a third axis, which gives an unstoppable impetus to this company's penetration into the world's most demanding markets.

Share Metric **Value of Knowledge / Sales Value** in Inmold's high-tech products is the third

axis, the axis that secures the vertical.

The first two axes define a plane with a knowledgeable Inmold point of knowledge [**theory / practice; personal / collective knowledge**], and the heavier dimension [Value of Knowledge / Sales Value], raises this plane to the upper spaces (above 60%). **It's a bit abstract, but who likes math it can inspire.**

The digital universe and the time to come will show that **Inmold's knowledge plane**, in the decades ahead, will be raised to levels far above 60% in **Inmold's three-dimensional world of knowledge** and MATERIALIZED KNOWLEDGE is the very **heart** or **core** of Inmold's success in a broader sense.



It is not easy to mention everything, and it is more than enough for your readers to get a picture of how Inmold Corporation, integrated KNOWLEDGE from theory and practice, is continuously ground like a diamond and treated like a jewel.





From left to right. Upper row: Branko Pantelić, technologist; Irena Punosevac, technologist; Danka Gavrović, sales manager; Mina Jordović, sales; Radosav Bralović, polishing operator; Darko Nedeljkovic, manager
Lower row: Denis Sušica, CNC operator; Goran Dejić, technologist; Nebojsa Zelenski, Assembly craftsman; Nemanja Lazić, technologist; Danijel Gligorijevic, CNC operator

Mould Repair and Service Department: Definition of a good craftsman

No matter how precisely made, even moulds with the highest possible degree of reliability require servicing and over time, certain repairs. In most cases, it is a matter of regular cleaning, resolving the appearance of flashes on pieces, replacement of certain inserts, and periodically a general overhaul of moulds must be done. For all of the above, it is very important that there is a qualified team of knowledgeable staff who will take responsibility for accurate diagnostics. After diagnosing the problem, it is necessary to find a proposal for a solution of the identified problems and, finally, implement it.

For such needs, Inmold has formed and developed a very agile department for mould repair and service, whose brief history

has justified the position of one of the elite sectors in the company. The ambitions of Inmold's management, in accordance with the development strategy, but also with more than justified trust of the team working in this department, are to continue with its further development. The ultimate intention is for the mould repair and service department to become synonymous with solving the most complex problems on moulds in Europe, and experience so far has shown that it is worthy of such a status. There are many reasons for such expectations, and one of them is the fact that many mould makers, putting them in the line of high-risk, avoid such jobs. Procedures on very complex moulds that need to be disassembled, repaired,



and then put back into operation without any consequences of such interventions on performance are considered risky. In this set of procedures, the result of the work is immediately visible and there is no possibility to cover up any unprofessionally work performed.

At the head of Inmold's team of the mould repair and service department is Darko Nedeljković, who justified the trust of the company's management with competencies and proven experience. Along with him, a team of young but experienced associates is engaged in complex servicing and repair procedures. Together they form a very eloquent working group that is ready to solve the most demanding problems, and as such, with the plans that the company has with this department, represents a potential that matches the top European experts in this field.





Air conditioning with an emphasis on the ecosystem protection

By integrating the concept of corporate responsibility into the business system, Inmold has taken planning and implementation of all its forms very seriously. The results of the application of concepts that require transparency more than any other management and executive activity make it impossible for the notion of corporate responsibility to be obscured exclusively by the marketing phrase. Namely, when the application of the concept of corporate responsibility is publicly declared, expectations go in the direction of visible results. Since the beginning of the application of this concept, Inmold has valorized it through numerous types of participation in the life of local communities: from cooperation and expected participation in the functioning of the educational system, environmental activities, establishment of internal social and health system through numerous donations and sponsorships.

One of the types of corporate responsibility is reflected in the installation and operation of energy efficient heating and air conditioning systems. Taking into account its own economy, Inmold has at the same time, as an important factor in deciding on the choice of heating system, taken into account one of the most important moments of present time - environmental protection. In the first half of Decem-





ber 2020 Inmold put into operation a new gas heating system in the newly opened plants at the new location of the former Napredak Furniture Factory. A natural gas heating system has been installed and began operating on about 1260 square meters of business space and it is planned to connect the rest of the available business space to the same system. Apart from company savings, the fact is that according to scientific research, the ecosystem suffers less pollution since the consumption of natural gas for these purposes produces 3.8 times less pollutants than when electricity was used.

Inmold purchased air conditioning from the renowned Australian manufacturer Brevis for the business premises and took into account the parameters related to environmental pollution. These devices work on the principle of gas heating and freon cooling which are combined in one central air system. This practically means that Inmold, in addition to gas heating, has centralized air conditioning with the highest eco-standards in its newly opened plants. Bearing in mind that Inmold's plants have active machines that release heat during work operations, this air conditioning system is fully in line with the company's needs. In addition to Brevis air conditioning ordered from Australia, an air duct from the Danish FabricAir was ordered for the purpose of blowing air into the halls. The combination of the elements of these two renowned manufacturers with automatic air temperature regulation provides an ideal combination of a comfortable working atmosphere, an economical air conditioning system for the company and most importantly - the effects on the ecosystem are minimized. The automation of the air conditioning system is in accordance with Inmold's commitment to the latest technological solutions and has excluded the engagement of maintenance workers with the possibility of intervention by a specialized service center available 24 hours a day. With a system that is in operation and that automatically regulates air temperature in the halls, energy losses are minimized.

Record number of scholarship holders in 2021

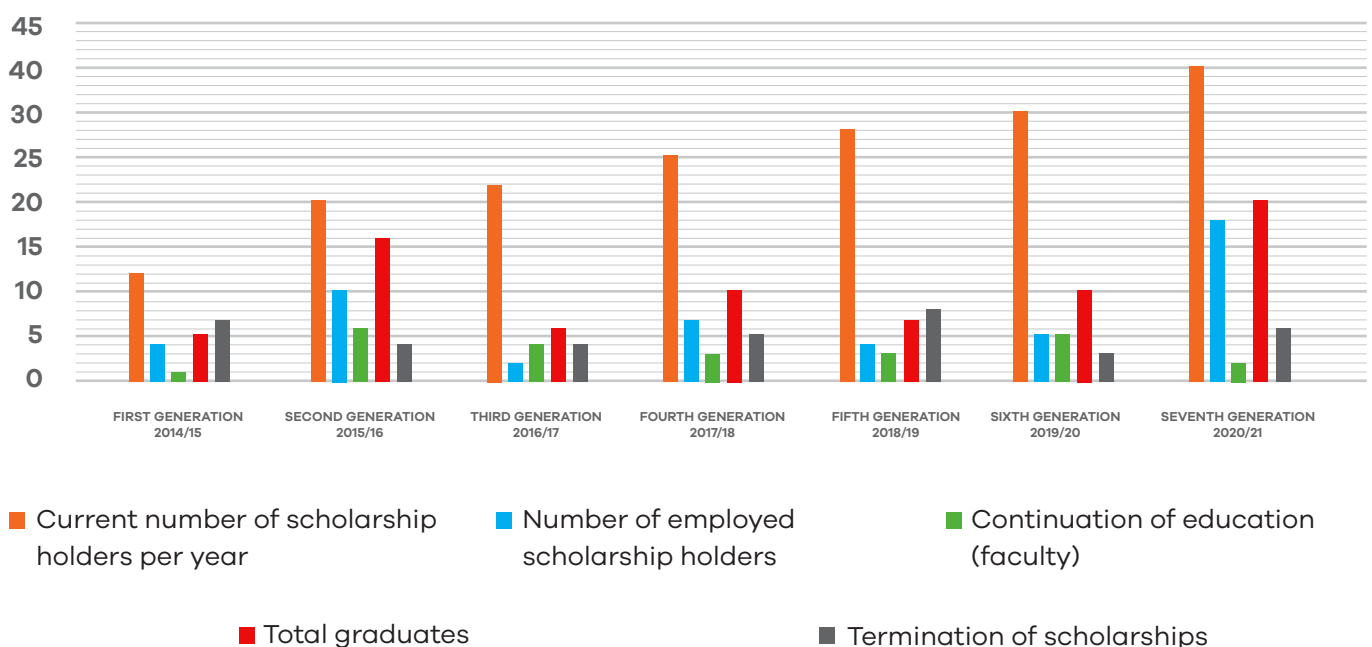
Working with young people is one of the investment segments whose results Inmold is especially proud of. In addition to the model of dual education whose pioneering steps in Serbia have been followed by many companies with this year marking a decade of practice in Inmold, scholarships are a form of future workforce investment to which full attention is paid.

This year, in 2021, despite the difficult business conditions caused by Covid-19, Inmold is proud of a record number of scholarship holders. Forty secondary school pupils acquired the right to a scholarship in the past year, and 18 of them started working in Inmold in 2021. Twelve young scholarship holders who earned the titles of machining operators and locksmith-welders during three years of education, computer control technicians and mechatronics technicians after four years spent in school, were given the opportunity to apply their acquired knowledge in practice at Inmold's plants. The first generation of Inmold scholarship holders from the Priboj Secondary School of Mechanical and Electrical Engineering, six of whom with the acquired titles of CNC milling machine operators,

operator-controllers in tool shops and operators on coordinate drills, are new staff at Inmold's plant in Priboj.

In addition to high school scholarships, Inmold also provided five scholarships for future engineers who are currently studying at colleges and faculties of mechanical engineering in Kraljevo and Belgrade. When it comes to scholarships, in addition to Inmold's efforts to educate professional and necessary staff in this way, it is important to point out that this investment model is especially popular with students and parents. In addition to having a job in Inmold after finishing school, the scholarship holders, later in their careers, were offered the opportunity for permanent training in the profession in addition to work.

Overview of scholarship holders through generations

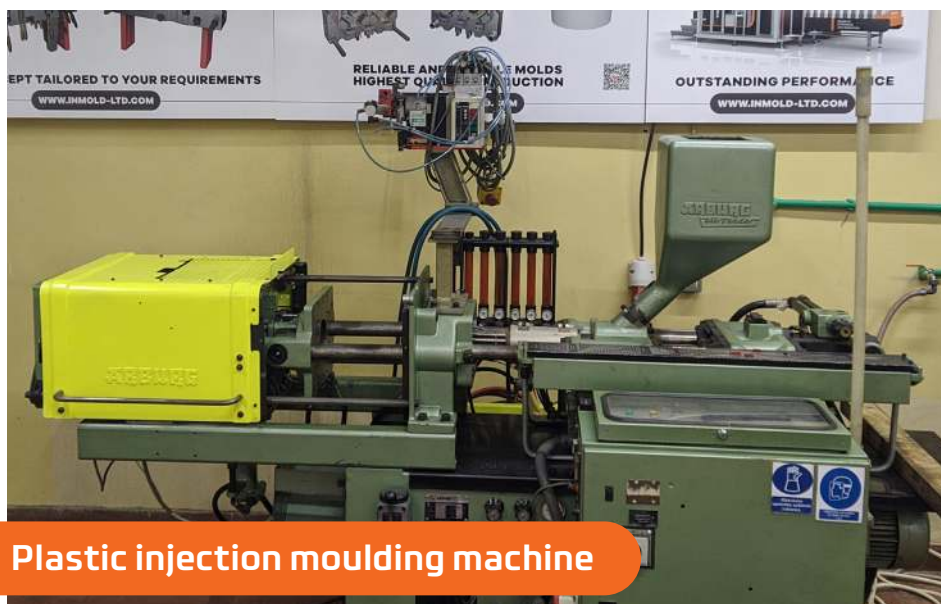




INMOLD
 NEWLY HIRED
 SCHOLARSHIP
 HOLDERS
 2021



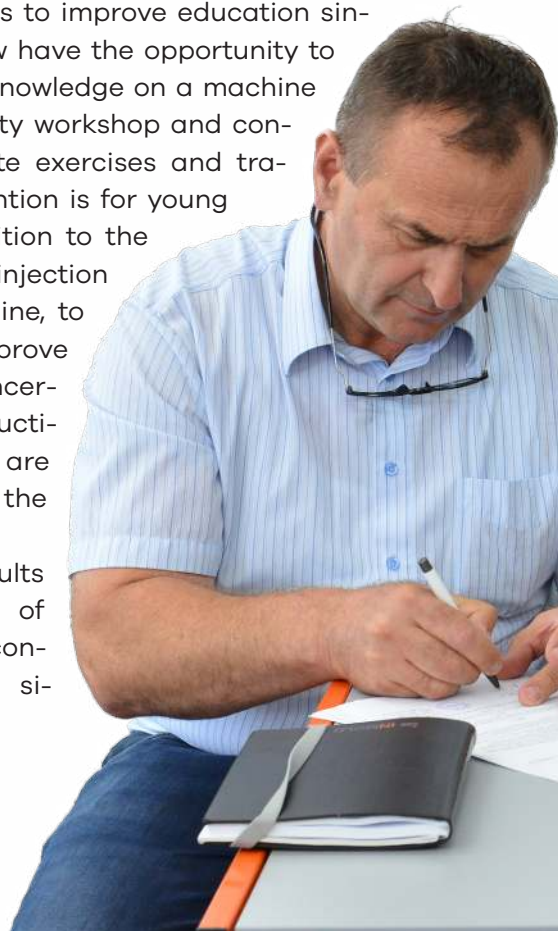
Looking into the future: Strengthening cooperation with mechanical engineering faculties



Plastic injection moulding machine

The decade of successful application of the dual education model, which Inmold, in cooperation with the Technical School in Požega, started to apply back in 2011, resulted in the signing of the Agreement on Business-Technical Cooperation with the Faculty of Mechanical Engineering in Belgrade. This agreement signed on 28 June, 2021, officially valorized the long-term successful cooperation with our prestigious higher education institution. The practice of cooperation with secondary schools has shown exceptionally positive results, which is very useful for the education system of the local and wider community, as well as for families, and especially for young people who have directed their professional development towards this model of education and tendency for employment in Inmold. The model of cooperation with the Faculty of Mechanical Engineering in Belgrade defined by the Agreement on Business and Technical Cooperation implies a higher level of Inmold's participation in the overall education system. The agreement on business and technical cooperation was signed by the managing director of Inmold, Goran Janković, B.S.Mech.Eng. and pro-

fessor Radivoje Mitrovic, PhD. One of the important steps in the cooperation is Inmold's donation to the Faculty of Mechanical Engineering in Belgrade which will provide students with a professional plastic injection machine, equipment and tools. The idea of Inmold is to improve education since students now have the opportunity to gain practical knowledge on a machine as part of faculty workshop and conduct appropriate exercises and trainings. The intention is for young experts, in addition to the topic of plastic injection on a real machine, to acquire and improve knowledge concerning the construction of tools that are mounted on the machine. One of the results of many years of cooperation, confirmed by the si-





From left to right: Head of the Department of Production Engineering, Ljubodrag Tanović; director and owner of Inmold, Goran Janković B.S. Mech.Eng.; Dean of the Faculty of Mechanical Engineering, prof. Radivoje Mitrović, PhD; Director of the Technical School of Požega, Zoran Jotić

gning of the Agreement is the growing number of students from the Faculty of Mechanical Engineering in Belgrade who spend their summers in Inmold's plants in practical classes. The practical acquisition of new experiences in Inmold is especially attractive for students who are studying to gain academic titles for plant and master mechanical engineers. As the student population traditionally tends to share experiences, interest in summer practical work in Inmold is growing from year to year.

From the point of view of the Faculty of Mechanical Engineering, the signing of this Agreement has brought multiple possibilities for organizing classes, which is an attempt to keep the educational institution in the country, in addition to educating young professionals.

By cooperating with the faculty, but also with high school educational institutions, Inmold showed its readiness to do everything in its power to make this intention come true.

As most of the young experts come from the Faculty of Mechanical Engineering in Kraljevo, Inmold intends to sign a similar agreement with the Faculty of Kraljevo and in this way help as many young professionals as possible apply their acquired knowledge in domestic companies after graduation.



From left to right: director and owner of Inmold, Goran Janković B.S. Mech.Eng. and the Dean of the Faculty of Mechanical Engineering, prof. Radivoje Mitrović, PhD

Informing is the key to choosing the right profession



Eighth-grade pupil performing a practical task

Since its establishment, the company Inmold has been dedicated to establishing and nurturing good relations with the community and has opened the doors of its business premises this year for the study visit of eighth grade primary school pupils, parents and teachers. Immold wants to provide information to pupils and their parents about the manner and conditions of work in its facilities, about occupations, to acquaint them with the atmosphere in the work environment and to help students choose their future professions.

The primary schools "Emilija Ostojić" and "Petar Leković" from Požega and "Mito Igumanović" from Kosjerić responded to Inmold's invitation. Eighth grade pupils from these three schools, together with parents and teachers had the opportunity to acquaint themselves with the company in a way that provides them with the best information about the practical meaning of work, work operations, expectations and results of work, working conditions and the team in general.

In accordance with the epidemiological situation, all prevention measures had been taken to prevent infection with the Covid-19 virus. In addition, the guests, in accordance with the safety measures and work protection received all the necessary protective equipment and practical training on this topic.

After visiting the business premises and facilities, the pupils had, according to the planned program been included in certain production processes under the watchful eye of mentors with many years of practice in dual education. After a short training on how to work on professional machines in the department



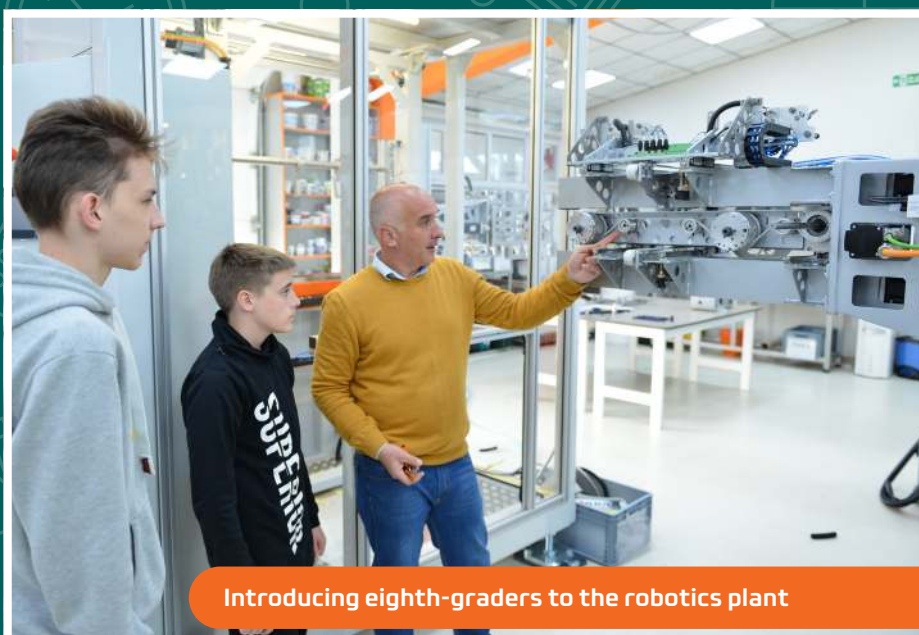
Eighth-grade pupil and scholarship holder (final year)



Pupils at the Intec classroom

of material processing on universal lathes, universal milling machines and CNC milling machines, the pupils took part in practical work. As planned under the supervision and with the help of older friends and mentors, the task was to realize the practical production of hammers. With help and instructions, each pupil took the role of a master, and the hammers they received as the final product of this practical exercise were taken home as souvenirs of their visit to Inmold. As this was everyone's first practical work in a professional environment, it is not enough to say that the impressions were more than a topic for a single conversation. Through such visits, in addition to cooperating with schools and the community in general, Inmold helps the education system with the task of professional orientation.

In this way, guests are enabled to receive valuable practical information that will help them choose future occupations and make one of the most important decisions in their individual lives.



Introducing eighth-graders to the robotics plant



Statehood Day („Sretenje“) prizes awarded again this year during the company's saint patron's day



One of the oldest Christian holidays, which is celebrated on the fortieth day after Christmas, is the Presentation of Jesus at the Temple or „Sretenje“ in Serbian. It has gained a more symbolic meaning among Serbs throughout history. On 15 February, 1804, a large gathering was held in the village Orašac which officially marks the First Serbian Uprising, and in 1835, the Sretenje Constitution, which is the first democratic constitution of Serbia, was adopted in Kragujevac. In memory of these two great events in our history, Sretenje has been celebrated since 2002 as the Statehood Day of the Republic of Serbia. A large number of folk customs are related to this date, and the belief that winter and summer meet on Sretenje symbolizes the day when something new should start. The company Inmold officially started its business on Sretenje, on 15 February, 2007, and since then until present time, this date has been marked as the company's saint patron's day. The celebrations, as required by customs, are attended by all employees, and this ceremony is also an opportunity to award prizes to individuals for outstanding results. History will mark the current time as a period when the world was forced to adapt its daily life to measures to prevent





From left to right. Milan Jakovljević, Procurement Manager; Darko Nedeljković, Head of the Tool Service and Spare Parts Manufacturing Department; Goran Janković, Director; Petar Ilić, CNC operator; Nevenka Mitrović, chef

the spread of the Covid-19 virus, so the company's saint patron's day in 2021 was marked in accordance with the valid recommendations of health and state authorities. This year, in accordance with the situation, only part of the total number of employees attended the celebration.

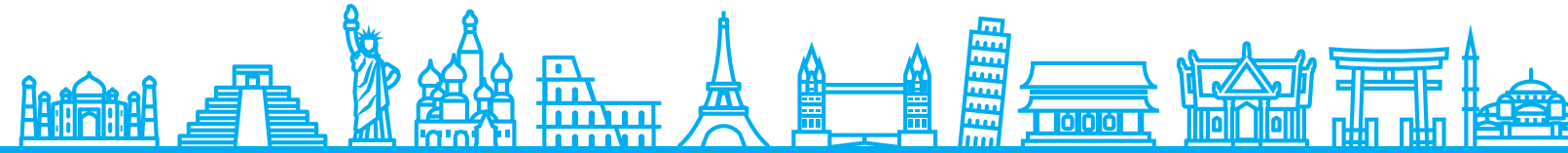
The tradition of awarding prizes has not been interrupted this year either, so the director of Inmold, Goran Janković, after the festive lunch, in addition to the awards for 10 years of work, handed out letters of gratitude for additional effort, work and performance.

Jubilee awards for ten years of dedicated work at Inmold were given to: Nevenka Mitrović, Petar Ilić, Darko Nedeljković and Milan Jakovljević. For outstanding work results, letters of gratitude were given to: Tomislav Miletić for working with children and his results in dual education. Goran Bralović was recognized for his efforts in the robotics sector along with Mirko Zečević from the toolmaking sector. Darko

Nedeljković from the technical parts sector and business of the Inmold factory in Priboj was awarded in the form of a letters of gratitude for his extraordinary work results. As recognition for their extraordinary results, in addition to letters of gratitude, the director of Inmold, gave each of them a valuable gift - **a gold coin** on behalf of the company.



Business travel during the PANDEMIC



Hotel Belaggio in Las Vegas



Saint Petersburg



Nigeria



Empty square in Požega



River Neva in Saint Petersburg



Pool in Dubai

The year marked by the pandemic will also be remembered as a demonstration of the ability to adapt life and work to the conditions prescribed by the state and health authorities of almost all of the global countries. The concern of each country for the preservation of the life and health of the population, provision of preconditions for the functioning of health systems in conditions when the capacities were overloaded imposed travel restrictions.

The fact is that it was necessary to continue doing business in such conditions so that the staff of Inmold whose description of work duties includes travel was faced by a number of challenges. As it was not easy to organize travel during curfew, reduction of free movement during the day and limited transit time introduced by European countries in most cases turned such business tasks into a kind of adventurous endeavors.

One of them was **Slobodan Janković's** trip to Romania in order to conclude a new business agreement with customers. At that time, the suspended air flights were in force and Romania completely closed its borders so it was not possible to travel even by passenger vehicle. Since the only thing that functioned was the international transport of trucks, Slobodan and a colleague from Inmold boarded one of the trucks and traveled 600 km in the capacity of drivers. Using the benefits that only truck drivers had in the days of the pandemic, they managed to pass numerous checkpoints and successfully reach their destination.

Slobodan Jezdimirović remembers the trip from Belgrade to Požega when he was distributing head visors that Inmold had made. The empty streets of Belgrade during curfew, the police patrol checkpoint that stopped him on the way home asking for a travel permit and then the road to Čačak where he did not encounter a single car are some of the images of our time from the epidemic he will remember for a long time. **Stefan Srnić** had to go on a business trip to Dubai. The reason for this trip is the commissioning of Inmold's robot, so he performed a PCR test, observing the mandatory recommendations upon departure. However, upon landing in the United Arab Emirates, passengers were required to do tests as well. They waited for the results for two days, and their isolation was enhanced by the fact that they were placed in a hotel with a pool that they could use while waiting. **Jovan Savić**, whose business trip to Nigeria took place in January 2020, also had a fond memory of the time of the epidemic. With minus 15 degrees Celsius in Serbia on 14 January, they landed in Lagos at plus 40 in the shade. The warm welcome of the hosts helped overcome the temperature shock and the time zone difference. So for a few days the painful impression of the epidemic in the world was put in the background.

The story of **Nikola Filipović**, who traveled to Albania with his colleague testifies that it was complicated to organize trips. Transit time through each country was limited which complicated travel and required detailed organization. The meeting in Albania was scheduled in advance, and transit time through Macedonia was limited. In order to arrive on time respecting the restrictions, this tandem had to spend the night in a hotel in Vranje. The complication of travel organizing was alleviated by knowledge that the hotel had a swimming pool, jacuzzi and sauna. It would be perfectly fine if the passengers were prepared in advance for this convenience, but as he found himself surprised by the possibilities for enjoyment, Nikola ran around Vranje looking for a swimming suit half an hour before the stores closed. He was lucky to find it at the last minute and to afford to relax before continuing his journey the following day. As if this was a signal that everything would be in the best order, in the end it turned out that the business meeting in Albania was successfully completed.

During the epidemic, **Momo Vučićević** found himself in St. Petersburg reaching an agreement regarding a new deal with a current buyer from Russia. After the meeting, the hosts wanted to show him around the city. So they eventually set off for a ride on the Neva. Instead of boats which were not available at that time, they rented a speedboat. The trouble with the speedboat was that it was driven by a young man who responded to the passengers' warnings to drive slowly, because he did not have enough experience but demonstrated his driving skills. During one of the sharp turns of the speedboat, in an attempt to photograph the city, Momo's new iPhone 8 flew out of his hands and ended up in the Neva.

The memory from Las Vegas is far more beautiful since he returned home with a win. Wanting to try his luck in a city that is also known as a place where people come for that very reason, Momo, put \$50 on the roulette since he did not have a smaller bill. Unexpectedly, he was surprised when he received \$800. Resisting the gambling temptation to try his luck for more after the first win, Momo resolutely left considering himself blessed with that first win as well.



The youngest Inmold engineers: The goal traces the path

The economic measures of a company's success speak not only about profit, but also about the compliance of all business factors that make up a system in which labor is one of the most important factors regardless of the application of modern technological solutions.

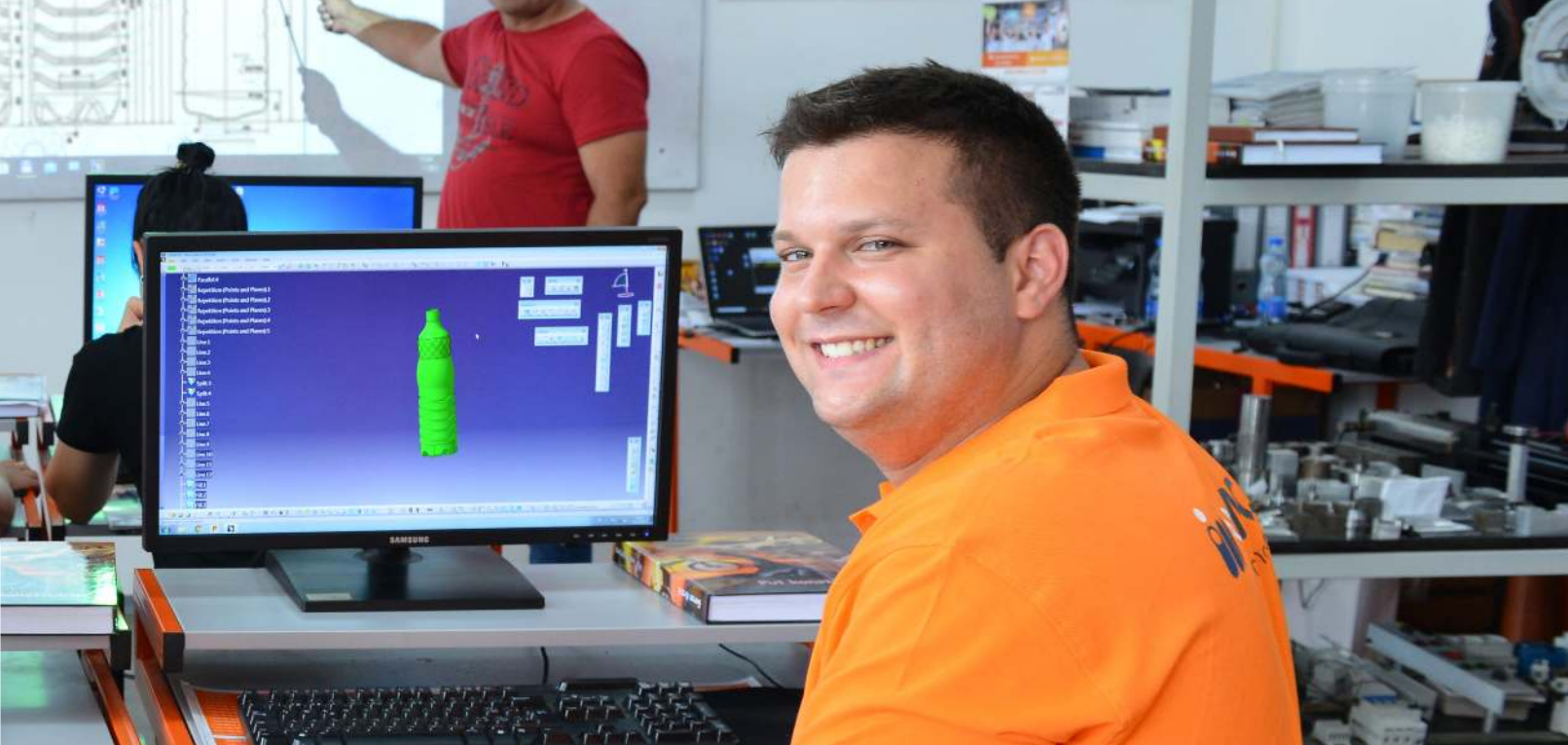
In line with Inmold's business policy of being among the leaders in sophisticated market trends, the company's management has made it a priority to care for quality staff. This is about investing in education and training of potential and existing workers at all levels of qualifications. From the point of view of young people who seriously want to dedicate themselves to their careers, this approach to human resource management is a fertile field in which they can achieve business. In an example of the two youngest engineers at Inmold, one can gain insight into how such possibilities can really be realized.

Stefan Vasiljevic, a machine processing technologist, started his career at Inmold as the first generation of secondary school scholarship holders. He demonstrated his talent and interest in the profession he is presently su-

ccessfully pursuing in the first year of the Technical Secondary School in Požega. He had exceptional results in mathematics and manual processing in the competition for Inmold scholarship awards. After completing his first year of secondary school, he spent his summer vacation at Inmold performing practical work. He gained his first experience in the plastic processing plant, where, in a very short time, he started helping seniors and then, in a record short time, he started working on a milling machine on his own. His dedication brought him an opportunity to enroll at the Faculty of Mechanical Engineering in Kraljevo holding an Inmold scholarship and to establish an employment relationship in the company in which he had advanced professionally for the previous nine years after graduation.



Nenad Matičević,
machining technologist



Remembering his beginnings, Stefan points out that "it is easier for the current generations of scholarship holders since they have the aid of mentors":

- We performed the first practical work independently without the possibility of help from the principal mentors. We had to find our way in order to accomplish the set tasks.

After almost a decade since he first stepped foot into Inmold, Vasiljevic gratefully mentions his professors of practical teaching: Radoslav Filipovic and Zoran Petrovic.

Now, Stefan is a young engineer with experience is opening a new path of learning since he has chosen a dynamic profession which is subject to frequent technological innovations. Stefan is determined to "continue working at Inmold" and he cites his love for his job as one of the reasons.

Dedication and love for the profession drove the career of engineer Nemanja Matićević. As a third-year student at the Technical Secondary school in Požega, he became acquainted with the production process at Inmold (2013). After one year he started working at Inmold and continued his education as a part-time pupil by enrolling in the final year. He enrolled at the Faculty of Mechanical Engineering a year later, without interruption of employment at Inmold. Inmold aided Matićević's education by financing private English and mathematics classes. During his studies in Belgrade, Nemanja spent his free time, which his colleagues used for summer holidays and vacations, at Inmold's plants working as a CNC operator on

a milling machine. From his current position as a machining technologist in the packaging sector, Nemanja remembers his beginnings and his family's, relatives' and friends' surprise when he decided to end his regular secondary school education in order to start working:

- I believed and concluded I did not make a mistake because much could be learned at Inmold. The practical experience helped me a lot when I continued my education.

In addition to the opportunities for professional advancement, which he quickly saw, Matićević also says that he "liked the team", which also contributed to the determination to build a career at Inmold.



**Stefan Vasiljević,
machining technologist**



Nikola Stojšić,
practical teaching mentor

The youngest mentoring tandem:
NIKOLA & NIKOLA



**Nikola Đorđević,
practical teaching mentor**

Two former Inmold scholarship holders, now part of the team with permanent employment, Nikola Djordjević and Nikola Stojšić are the youngest mentors in the company. Apart from having the same name, Djordjević and Stojšić also have a common commitment to work with young people. From this year, it is their honor and obligation to introduce pupils who have decided to work on milling and lathe machines through practical training to the secrets of the profession. Nikola Djordjević is hired as a mentor for universal and CNC milling, and Nikola Stojšić is a mentor for universal and CNC turning. In addition to professional practical training, their task is to help young people fit more easily into the business system.

Fanuc robot for Intec

The Fanuc company dates back to 1956, and from the very beginning it has focused on the practical application of the latest technological achievements and since the 1970s it has recorded a constant global expansion on all continents. In that sense, even the scholarship holders who acquire their programming skills at Intec on a new robotic cell will not lag behind the elite users of the latest achievements in the field of automated industrial units.

The Japanese company Fanuc which is the global leader in the production of automated units and robots for the industry has donated an educational robot cell to the Student Training Center, Intec at Inmold. Fanuc's robot cell will be available to Inmold scholarship holders from the beginning of the new academic school year 2021/22, and will be part of the educational units related to mastering the skills in programming collaborative robots. In this way, pupils and students will have the opportunity to acquire new knowledge with the help of the latest achievements of today's mechatronic systems.

For this precious gesture towards Intec, we express our gratitude at the address of Fanuc in Nova Pazova, where Fanuc is seated in Serbia. The act of good will of the Fanuc company is essentially focused on the presentation of the possibilities of the robotic cell for educational purposes with the option that Inmold, after half a year of exploitation procures it for future generations.

2015

FANUC je predstavio prvog industrijskog kolaborativnog robota u Evropi

Sve kompanije FANUC-a u Evropi su grupisane pod FANUC Europe Corporation

2012

FANUC otvara kancelariju za kustomizovanu distribuciju u Cijeloj Evropi i Luksemburgu

2017



FANUC je predstavio
novu seriju robota
SCARA u Evropi

ra centar
nizaciju i
onternu
mburgu





We are building and expanding personal ECO responsibility

The better quality of life we have gained through industrialization has also brought the currently burning problems in the world such as pollution of the natural environment, reduction of natural resources and endangering the survival of flora and fauna. These problems, which have long been declared global in the greatest case, in various ways, are trying to be solved by members of the local environment while emphasizing individual responsibility.

By directing its resources towards building a leading position in the industrial market, the company Inmold has at the same time accepted responsibility for the quality development of the local environment, and in that sense has directed its activities towards spreading environmental self-awareness. As a result of the efforts to implement the idea of raising environmental awareness, the Practical Eco-School Inmold (EKO) was created. From February 10, 2021, together with the Inmold scholarship students, in cooperation with the Technical School of Požega, the first class of the ECO school was realized. From then until today, the results in this field are more than visible. This visibility is not only rhetorical, but also practical. The first ECO class started with cleaning the traffic junction with its surroundings: the Arilje Ramp which is the busiest place in Požega.

Trying to show by example that solving the environmental problem is not only the directive of the management, the second class of the ECO school was realized ten days later with the director of Inmold Goran Janković and the assistance of a professional team engaged in landscaping work in order to improve the Arilje Ramp. After a few days, Inmold employees and scholars, following the idea and the initiated practice, realized the third class of ECO school and the Arilje Ramp got the desired form, without waste, and became an example of how the local environment, including the urban section of Požega could and should look.

The company Inmold organized visits to the regional landfill Duboko since the issue of growing waste



disposal and its reuse either by the recycling industry or as an energy potential is relevant. The landfill that stores and processes communal waste from nine municipalities of Zlatibor and Moravica districts hosted the participants of Inmold's ECO school for four hours, during which new and important actions of arranging the local environment were realized. Two May classes of this school were realized by practical engagement of scholarship holders and employees of Inmold who cleaned and improved the Savinac Medical Center and the traffic loop at the Požega bypass towards Užice. The sixth class of the ECO School was realized on June 25, when, in addition to cleaning the traffic loop, the mural to the Serbian duke Miloš Obrenović was renovated.

Since the term "School", in terms of the practical development of Inmold's idea of strengthening the eco-awareness of the local environment is not conceived only as an ad hoc action, but as a permanent activity, with the inten-

tion of making its results part of the population's habits, new actions are yet to come.

Inmold's intention is to gather followers of its own example, through practical classes of the ECO School, and for the local environment to become an ecological oasis from which the energy of individual responsibility radiates through practical ECO school classes, and for the local environment to eventually become an ecological oasis from which the energy of individual responsibility radiates.



VIDEO



The scents and tastes of homemade food

Inmold's corporate identity is also reflected in the internal structure of the business system, where, among other things, there is a workers' cafeteria equipped with a modern food preparation area. Chef Branko, whose delicious meals are consumed daily by employees, shared the secret of how to prepare a delicious raspberry cake.

The chef claims that "desserts, as food supplements, put smiles back on the faces of Inmold employees." Satisfied with the help of the young, responsible and hard-working cooks, Inmold's wizard for a good bite claims that it is the "professional society" that gives him space to unleash his imagination when it comes to food preparation.

For the academic year 2021/2022 Inmold provided scholarships for two pupils majoring in cooking from secondary schools in the vicinity.



Bon Appétit!

Branko's raspberry cake recipe

Ingredients:

- 6 eggs
- 2 cups of sugar
- 1 cup of oil
- 4 cups of milk
- 1 vanilla
- 10 cups of flour
- 1 pastry

Combine all the ingredients into a smooth dough, put raspberries on top, pour into a baking tray and bake for about **25 minutes at 190°C**. Let the baked material cool and sprinkle with powdered sugar before serving.



iii INMOLD RECREATION




FOOTBALL
June, 2021



GO-CARTS
April, 2021



 AVIATION MUSEUM AIRPORT
"NIKOLA TESLA"
May, 2021



 SHOOTING
June, 2021

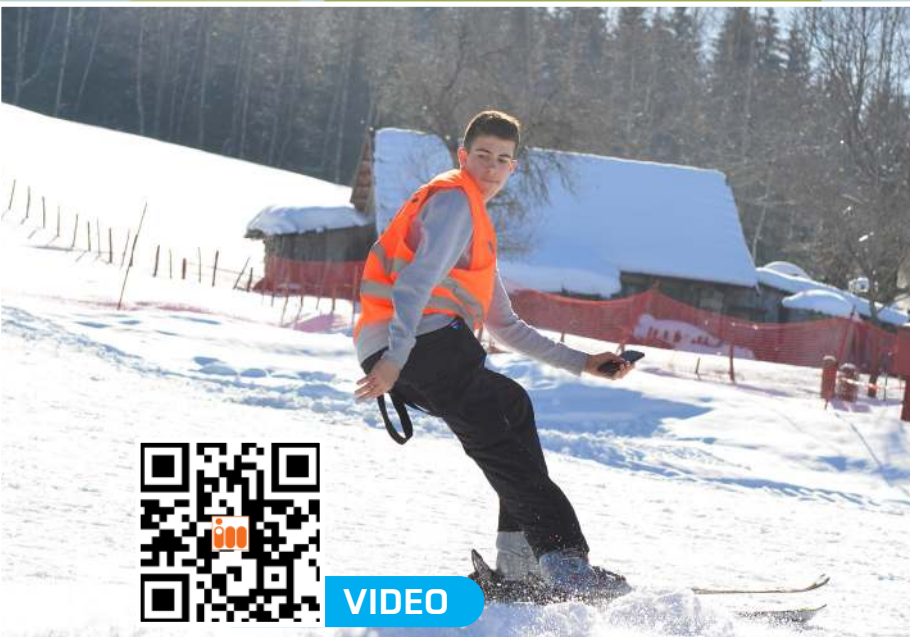




VIDEO



SWIMMING
December, 2020



VIDEO



SKIING
December, 2020



CHRISTMAS
PACKAGES
December, 2020



VIDEO

THE DRINA RAFTING

July, 2021



VIDEO



NAVAK

May, 2021





CHILDREN, BE...

Kids, be as generous as plums.
Be as fruitful as the fields.
Be as beautiful as ash trees
Be needed like a spoon.
Be diligent as ants.
Unselfish in love.

Boldly tread the path of life.
And have bright cheeks.

Momčilo Tešić





Newborns

	Child's name	Date of birth	Son/daughter	Father's name	Mother's name
1	Danilo	14.3.2021.	son	Petar Ilić	Nena Ilić
2	Damjan	8.4.2021.	son	Dejan Nikolić	Slobodanka Nikolić
3	Filip	5.5.2021.	son	Darko Jovićević	Dragana Jovićević
4	Angelina	1.6.2021.	daughter	Nemanja Ignjatović	Nikolina Ignjatović
5	Nina	8.6.2021.	daughter	Aleksandar Jovković	Anica Jovković
6	Aleksej	10.6.2021.	son	Petar Ilić	Nena Ilić
7	Matija	18.6.2021.	son	Bojan Simić	Dušica Janković
8	Bogdan	25.6.2021.	son	Miloš Jelikić	Nevena Jelikić

Newlyweds

	Employee name	Spouse	Month
1	Dragana Jovićević (Dragović)	Darko	November, 2020
2	Radojica Vojinović	Milica	May, 2021

Jubilee awards

	Name and surname	Position
1	Nevenka Mitrović	Chef
2	Petar Ilić	CNC operator
3	Darko Nedeljković	Head of the sector for mould service and production of spare parts
4	Milan Jakovljević	Procurement manager



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