



Leica Camera Portugal



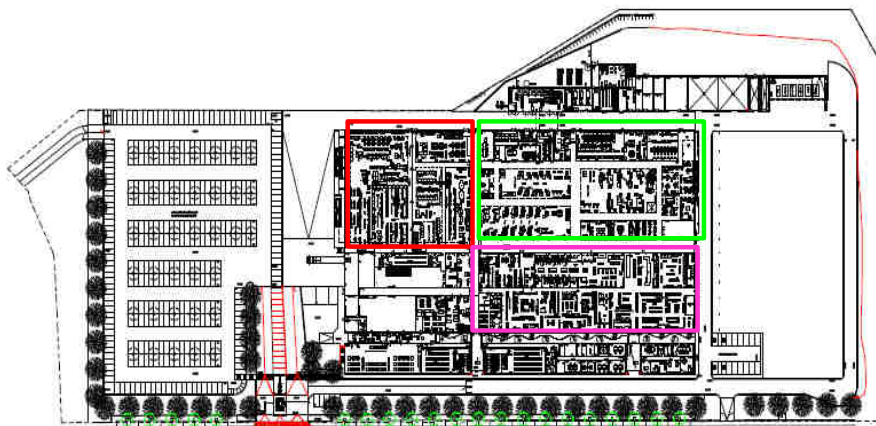
-
- Our History
 - HR Indicators
 - Organization
 - Production / Technologies
 - Turnover



- | | | |
|------|---|-------------|
| 1973 | Foundation as an extended workbench from Ernst-Leitz-Wetzlar | GmbH; |
| 1973 | Assembly of microscopes, cameras and binoculars components | |
| 1974 | Mechanical production of individual parts with equipments from
Optical production of lenses and prisms | Wetzlar, |
| 1978 | Complete fabrication of R3 camera, educational and laboratory
and compact binocular | microscopes |
| 1980 | Complete fabrication of R4 camera | |
| 1981 | Construction of assembly hall | |
| 1983 | Transfer of M camera production from Canada | |
| 1985 | Complete fabrication of R5 camera | |
| 1987 | Construction of optical hall | |
| 1988 | Aquisition of the first CNC equipment | |
| 1994 | Start of production: laser rangefinder, GEOVID I, afterwards LRF,
CRF, to date devices „Made by Leica Camera Portugal“ | GEOVID II, |



- 1996 Certification ISO 9001 and complete fabrication of R8 camera
- 1997 Implementation of SAP
- 1998 Implementation of logistics and expansion of engineering
- 2006 Start of first digital Leica M8, Implementation of magnesium machining and the cathode (KTL) paint method
- 2009 Start of first riflescope production, Serial production of M9, S2, CRF 1600
- 2010 Decision of new building construction in Portugal
- 2011 Implementation of laser engraving
- 2012 Serial production M Type 240
- 2013 Official inauguration of the new factory in Portugal
- 2014 Serial production of Unibody for Leica T
- 2015 Certification ISO 14001:2012 and ISO 14001:2004
- 2016 Official inauguration of the new Leica Store in Portugal
- 2017 Implementation Camera M10



- Property 52.440 m²
- Production area 12.677 m²
- Assembly (Cleanroom) 3.047 m²
- Optics 3.244 m²
- Mechanics 4.827 m²
- Customer Service
- I & D/ Projectmanagement



Personnel:

693 employees (total headcount)

Level of education :

University

12%

Secondary education

37%

9th grade

29%

Elementary school

22%

Female employees:

52 %

Ø Age:

41 Years

Working time:

38 h 45 min/Weeks (net)

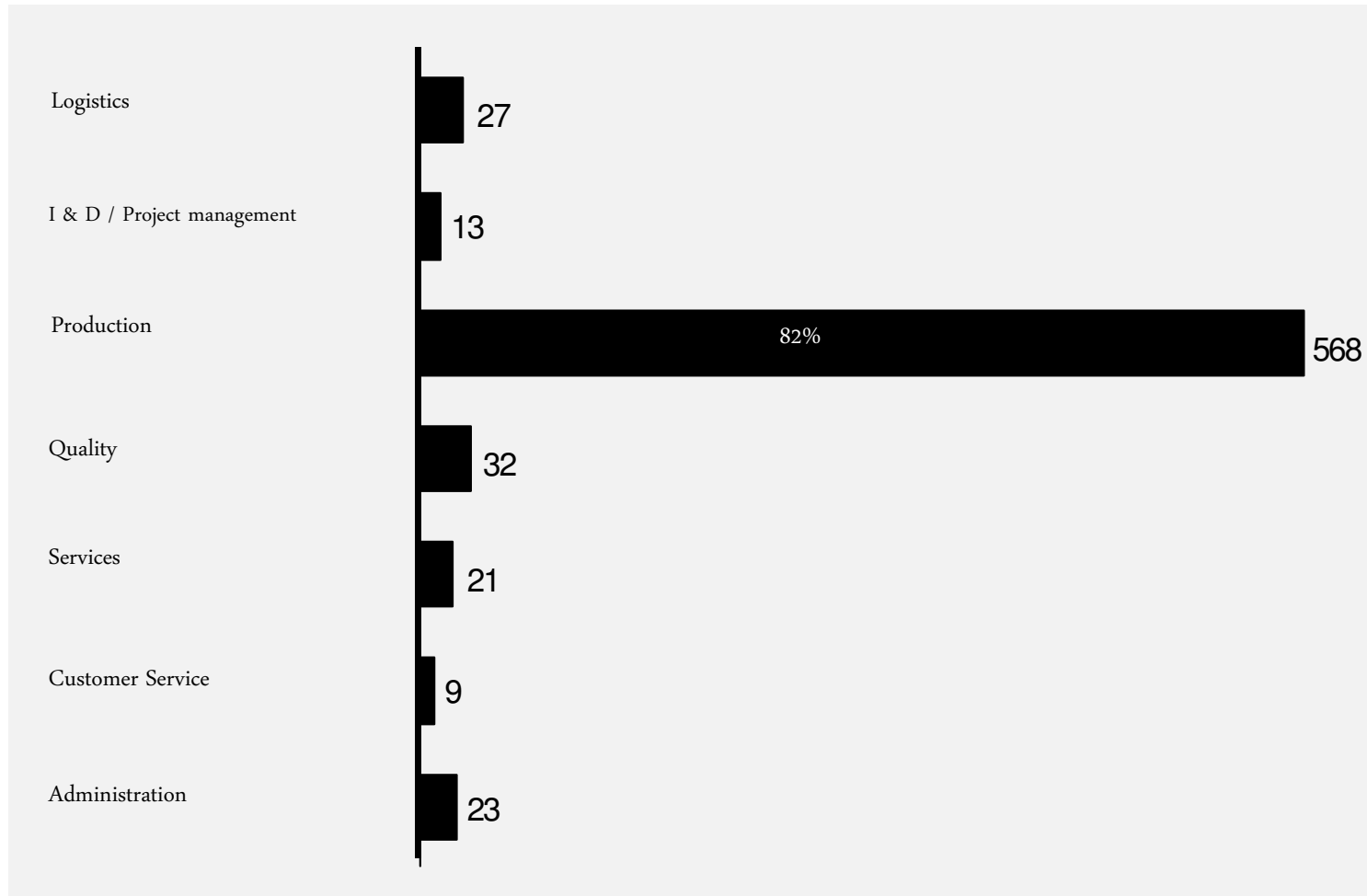
Absence:

5,3 % (FY17)

Three-shift operation:

Mechanical and Optical Department

Personal structure (Heads)

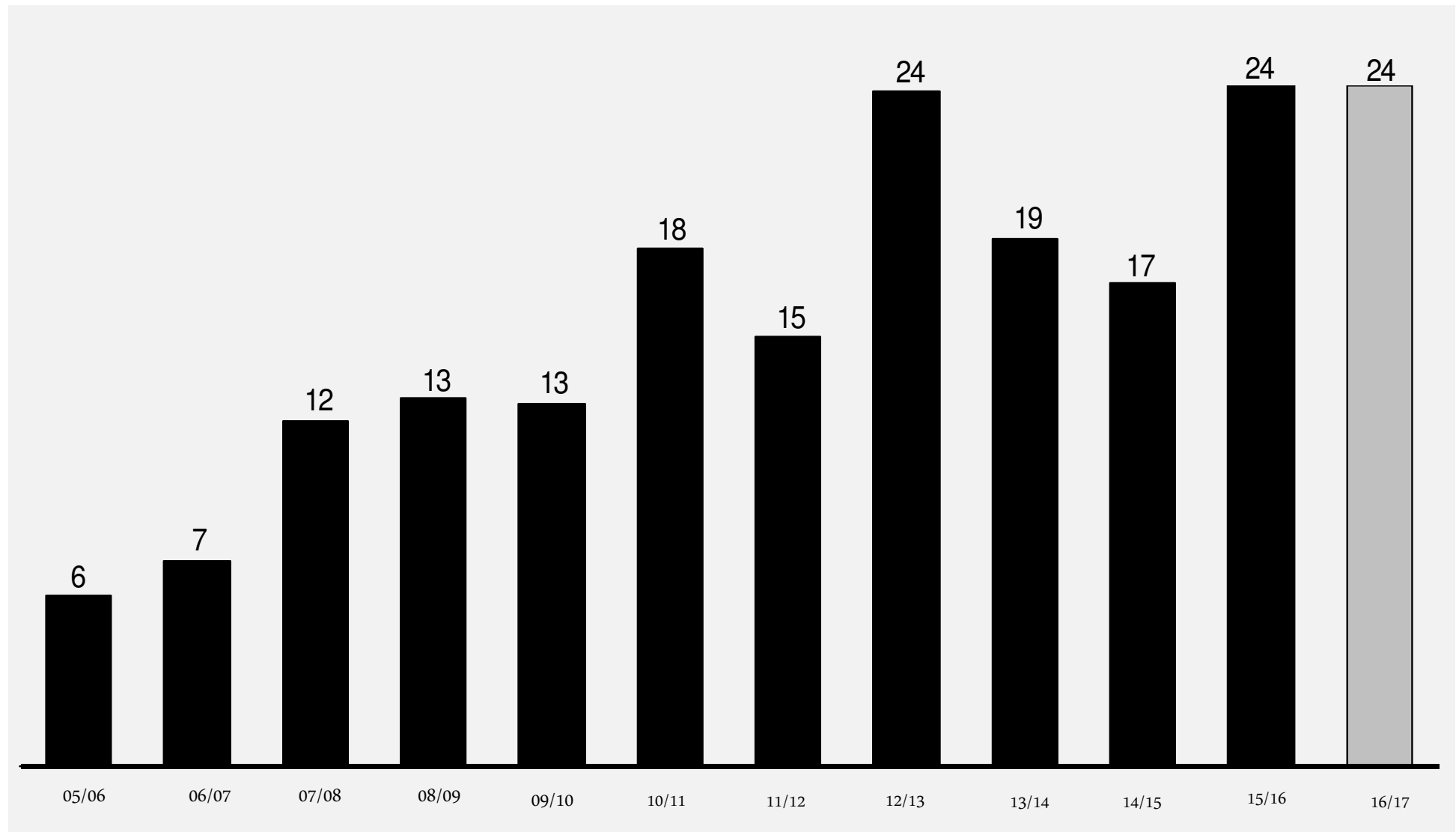




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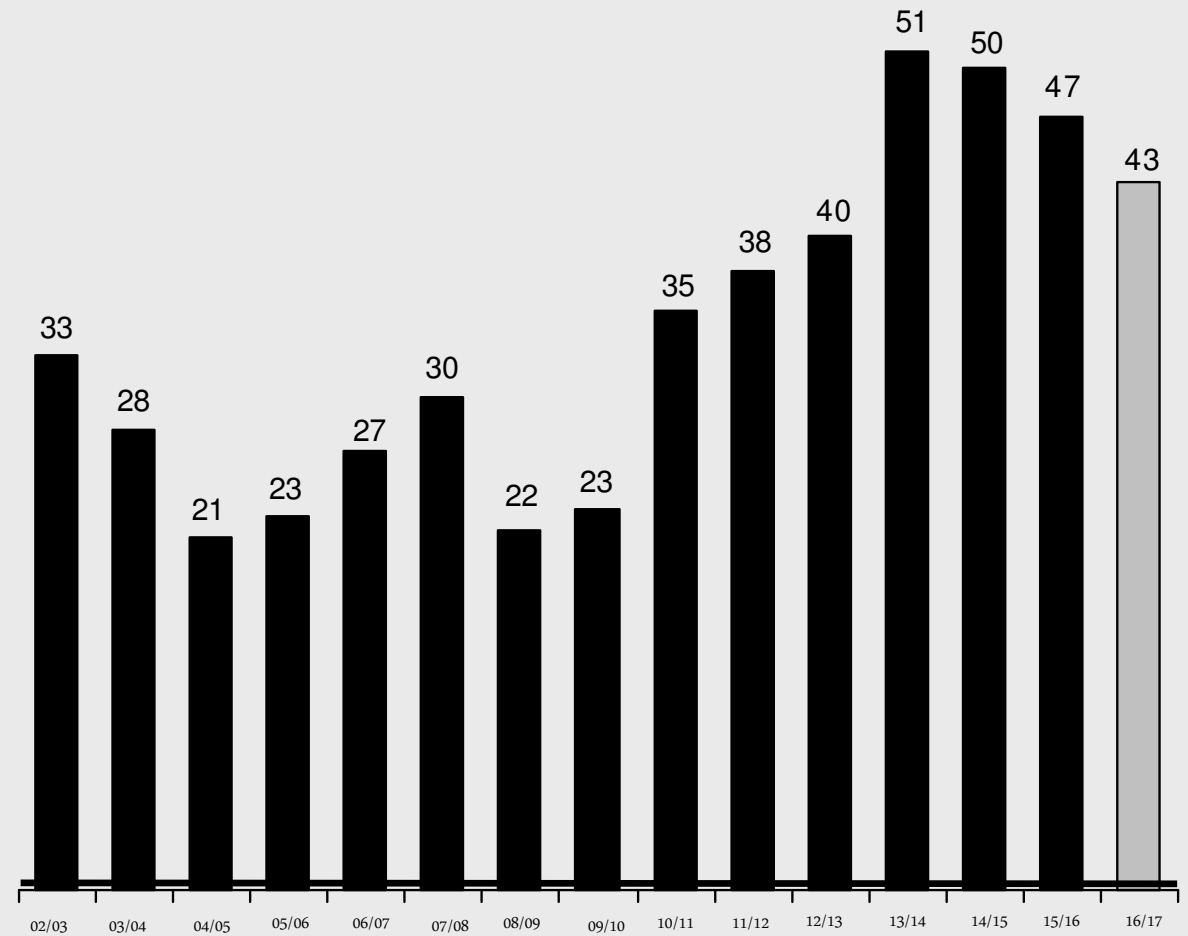
Key figure personnel in thousands hours

FY 2005/06 – FY 2016/17 (02 March 2017)





Leica Camera Portugal
Net Proceeds in Mio. EUR
FY 2002/03 – FY 2016/17 (02 March 2017)



Leica International Exchange Program

Learning from each other and for each other



▶ The implementation

- Personnel search and -selection
- Contract design and -conclusion
- Language Intensive Course (8 Weeks)
- First steps in the Portuguese factory (4 Weeks)
- Training Plan in the German factory (4 Weeks)
- Concrete Project (-drive-)plan for the specific task(s) of the technology-“couples“
- Intermediate 3- to 4-week phased in the Portuguese factory for the first application learning contents
- Completion of the training session for the team „Aspheric optics“ and start as an employee of the transfer team
- ...
- Next generation of „Technology-Couples“ already started

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 Telefon +49(0)4421-238-0 / Telefax +49(0)4421-238-333 / AG-Hilf In Solms / Anrufgebühren werden nicht erhoben.
 AB-Sprecher: Dr. Andreas Kaufmann / Vorstand: Alfred Schöpl (Vorstand), Ronald Meier (Präsident), Markus Linsberger







Caros Colegas,

Desde Abril de 2013 iniciamos o programa "Leica programa de intercâmbio internacional -Aprender uns com os outros e uns dos outros ". Com este programa queremos colmatar a escassez de pessoas especializadas em Solms, aprender uns com os outros e otimizar a transferência de Projectos de Solms para Farnalhão.

Em Portugal, a qualificação de licenciados está num nível muito alto, no entanto, a taxa de desemprego é muito elevada. Além disso, temos na Leica em Farnalhão trabalhadores qualificados, com anos de experiência e prática que nos podem ajudar na troca de conhecimentos.

Como devem saber, actualmente temos vários colegas de Portugal na nossa empresa. A composição dos colegas foi sempre em grupos de dois, sendo constituídos por um Licenciado e um trabalhador com experiencia na empresa de Farnalhão.

Estes grupos têm como meta ajudar-nos a alcançar os objectivos deste projecto.

 André Mota Ele apoia-nos na secção da montagem na máquina de centragem das lentes (JDM). O Sr. Mota estará na Empresa até o final de Março 2014.	 Paulo Lopes Ele também nos apoia na secção da montagem na máquina de centragem das lentes (JDM). O Sr. Lopes estará na Empresa até o final de Março 2014.
 Fernando Oliveira Ele apoia-nos na secção da óptica. O Sr. Oliveira vai estar na Empresa até Janeiro de 2014, em seguida, ajudará na transferência de produtos.	 Pedro Azevedo Ele também nos apoia na secção da óptica. O Sr. Azevedo vai estar na Empresa até Janeiro de 2014, em seguida, ajudará na transferência de produtos.
 Samuel Ramos Ele apoia-nos no Departamento de Desenvolvimento Óptico e numa fase inicial permanecerá continuamente em Solms.	 Hugo Fernandes Ele também nos apoia no Departamento de Desenvolvimento Óptico e numa fase inicial permanecerá continuamente em Solms.

MITTEILUNG





Sehr geehrte Kolleginnen,
sehr geehrte Kollegen,

wie Sie bereits wissen, haben wir seit April 2013 wir das Projekt „LEICA Internationales Austauschprogramm - Voneinander und füreinander lernen“ gestartet. Mit diesem Projekt wollen wir dem Fachkräftemangel in Weimar begegnen, voneinander lernen und Projektergebnisse von Weimar nach Farnalhão optimieren.

In Portugal ist die Qualifikation von Absolventen auf einem sehr hohen Niveau, jedoch die Arbeitslosigkeit sehr hoch. Darüber hinaus haben wir am Leica-Standort Farnalhão zahlreiche Facharbeiter mit langjähriger praktischer Erfahrung, die uns im Austausch untereinander unterstützen können.

Seit Anfang Juli 2014 haben wir 4 neue Kollegen aus Portugal im Hause, die Teil 2 des Projektes verwirklichen sollen. Die Zusammensetzung der Kollegen erfolgte immer in 2er-Gruppen, die aus einem Absolventen und einem erfahrenen Mitarbeiter aus Farnalhão zusammengestellt wurden.

Diese Personengruppen sollen uns helfen, die Ziele dieses Projektes zu erreichen.

 Pedro Silva Er ist in der Abteilung Entwicklung Elektronik tätig.	 Luís Fonseca Er ist ebenfalls in der Abteilung Entwicklung Elektronik tätig.
 Ricardo Silva Er ist in unserem Customer Care tätig und unterstützt dort in der Arbeitsvorbereitung.	 André Pinheiro Er ist ebenfalls in unserem Customer Care tätig und unterstützt dort in der Werkstatt.



- Manufacture of the mechanicals components from:
 - Aluminium
 - Magnesium
 - Brass
 - Steel
 - Titanium
- CNC-turning and milling of fine mechanical components from 2mm bis 300mm
- Engraving
- Surface treatment by corrosion protection, anodizing, chrome plating, painting and cathode (KTL) paint methode
- Machinery:
 - Gildemeister: TWIN65/CTX200/CTX420/BETA800
 - Benzinger: TNL/TNE/TNS
 - Chiron: FZ12W
 - Makino: A51NX
 - Index: G200

Mechanic





- Ca. 3.000 Lenses/day and 1.500 Prisms/day
 - Spherical lenses with diameter 10mm to 90mm
 - Central thickness and centering tolerances up to 0,01mm
 - Prisms with edge lengths from 3mm bis 100mm
 - Angular tolerance up to 1"
 - Optical coating : antireflex, divider mirror, IR, laser protection, metal and dielectric mirrors, beam
 - Hydrophobic coating
 - Cementing and cosmetics of optical systems
- Machinery :
 - SP 20
 - SPO 80/SPO 100
 - ZM 200/SLC 40/SLC 50
 - SCG 100
 - APS PRO 1104
 - SYRUS PRO

Optic





- Assembly of fine mechanical components
- Optical assembly
- Electronic assembly
- Binoculars + Laserdistance measuring equipment
- Riflescopes
- Cameras (Digital + Analogue)
- Objectives for Cameras and Telescopes

Assembly



7 de abril de 2015

Início das atividades de desenvolvimento em Portugal

Mechanical development

Israel Teixeira | Mechanical design; 4 years Leica experienced

Filipe Afonso | Mechanical Engineering Master Degree

Optical Development

Armindo Mourão | Optical Production end Development, 28 years Leica experienced

Filipa Peres | Mater Degree in Physics

Electronic Development

Pedro Silva | Electronic Engineering Master Degree, 19 years Leica experienced

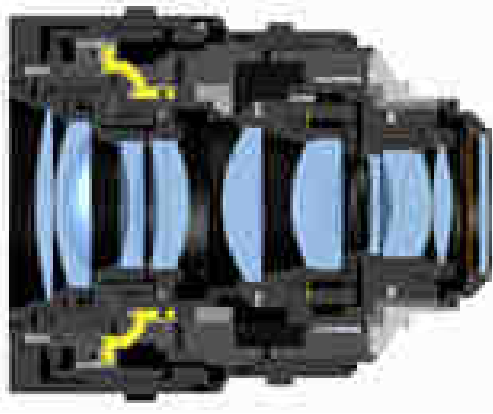
Rui Rocha | Electronic Engineering Master Degree | PhD in Leaders for Technical Industries| Optical and Electronic Development

Head of R&D and Project Management: Miguel Ferreira

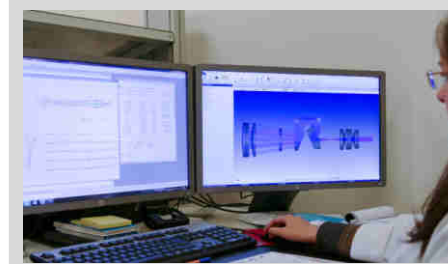




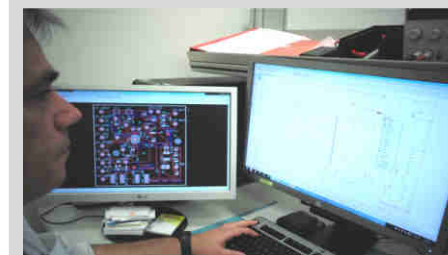
6 Colaboradores
com tarefas de desenvolvimento de produtos



Mechanical Design



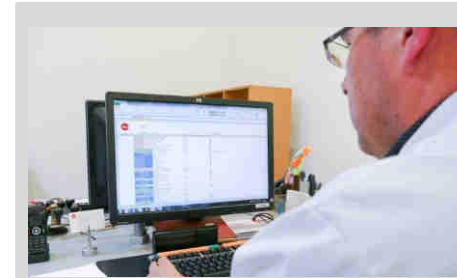
Optical Systems Design



Electronic Development



Coordenação da industrialização



Gestão de Projetos

5 Colaboradores na Gestão dos Projetos:

- Gestão dos Projetos desenvolvidos em LCP
- Coordenação dos Projetos desenvolvidos na Alemanha para produção em Portugal



Thank you for your attention!