

# Social Responsibility Report

## R espect for Humanity and Assurance of a Comfortable Working Environment ●

### ◆ Basic employment policy

We at the Group of Soshin Electric companies have tried to ensure employment stability through the establishment of manpower plans ascertaining mid- to long-term business development. Such efforts included planned employment of new graduates and active deployment of internal job rotation, placement of the right people with necessary ability and experience in the right job, and promotion of activities that would have helped employees find their jobs challenging without needing to exercise extra care.

### ◆ Esteem for individuality and diversity

Our employment level of disabled people was 2.49% (as of Apr. 2015), which exceeded the legally set 2.0% minimum. As a result of the establishment of a re-employment system for employees who have passed mandatory retirement age, flexible working arrangements, including full-time and part-time work programs, are provided to fit individuals' post-retirement plans.

### ◆ Realization of work-life balance

Many female employees have taken up the opportunity for pre-natal and post-partum maternity leave and infant care before returning to work. Furthermore, refreshment holidays and planned paid-holiday systems are provided for employees to refresh their minds and bodies.

### ◆ Health and safety

The Group of Soshin Electric companies has actively made health and safety activities as a matter of top priority aiming for zero occupational accidents, in addition to ensuring employees' health and safety and promoting more comfortable working environments.

Our major activities include those to where risk factors rise up to the surface. Training for dealing with near-miss incidents and danger prediction has been provided to employees in coincidence with the occasions of the National Industrial Safety Week and National Industrial Health Week. Suggestions made by them have achieved great results.

Moreover, mutual patrolling of Plants for facility accident prevention has been a semiannual event to ensure safety. From the aspect of good hygiene, company physicians' rounds at workplaces, self-care interviews by company counselors and a range of education have been continuously provided. For promotional purposes of employees' good health, we have a healthcare system in place by having company nurses on duty and we actively pursue good health for employees.

These activities have kept the Group of Soshin Electric companies free from serious work-related accidents for longer than five years. With safety and good health always regarded as matters of top priority, our activities will continue.

### ◆ Creation of a healthy mental state

Managerial staff members are provided with a workshop about mental slumps and methods of line care, while ordinary employees undertake a workshop provided to aid self-care and methods of addressing stress. This is to help enhance knowledge and awareness of mental health.

A system is additionally available for provision of health guidance by health nurses and industrial physicians as well as counseling services provided by contracted counselors.



Provision of an opportunity for collective learning about line care



Mutual accident-prevention patrol

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## Cooperation with local communities and promotion of social action programs

### Charity activities

The Soshin Band, active in the Nagano area, participated in a charity concert.



### Soshin Cup Volleyball Meet

The 29th Soshin Volleyball Meet was held in Miyazaki area.



### Acceptance of internship

Local high school students took a factory tour and undertook work experience in the Nagano and Miyazaki areas.



### Soshin Cup Tennis Meet

The 14th Soshin Cup Tennis Tournament was held in the Nagano area.



### Eco-cap Campaign

Bottle caps collected since 2008 through this campaign reached a quantity worth 113 vaccines in 2014.



### Beautification activities

We cleaned the surroundings of the Nagano and Miyazaki Plants.



### Blood donation activity

We participated in blood donation activity in Nagano and Miyazaki areas.



### Christmas presents

Soshin Powertech Co. and Soshin Device Co. presented Christmas presents to their neighboring nurseries.

