

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 to 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 helped employees find their jobs challenging without needing to exercise extra care.

◆ Esteem for individuality and diversity

Our employment level of disabled people was 2.88% (as of fiscal 2017), 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 holiday 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 where risk factors arise. Training for dealing with near-miss incidents and danger prediction has been provided to employees in conjunction with 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.

For promotional purposes of employees' good health, we have a healthcare program in place by having company nurses on duty and actively pursuing good physical and emotional health for employees. Employees have been given a stress check.

These activities have kept the Group of Soshin Electric companies free from serious work-related accidents for the past 7 years. We will continue activities for employees for their ensured safety and good health.

It promotes the employment that the function seems to be a human being with sticker.



◆ Enhancement of healthy mental state

The Group of Soshin Electric companies has arranged study sessions for acquisition of knowledge about mental disturbance, self-care and line care through consolidated services by industrial physicians, consultant physicians and health nurses to ensure employees' mental health.

In addition, training of managers, control of overtime work and strict observance of the previously established no-overtime day program have been implemented against excessively long-time work.



Manager training



Emergency drill for dangerous and specially controlled goods

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C ooperation with Local Communities and Promotion of Social Action programs

International Volunteer Day, a day of concurrent action for contribution to society

We, the business enterprises residing in the building where we are headquartered, jointly sold fair-trade goods to support the producers in developing countries.

*"Fair trade" is the term used to describe the mechanism that supports producers' lives by purchasing their products at reasonable prices.



Participation in an evacuation drill staged by the General Support Center for Senior Citizens

Soshin Powertech Co. supported the evacuation drill staged by the neighboring General Support Center for Senior Citizens.



Acceptance of internship

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



It realizes a sustainable city and a human settlement.



Interaction with local communities through sports events

The 17th Soshin Cup Tennis Tournament (194 participants)



Christmas presents

Soshin Powertech Co. and Soshin Device Co. presented Christmas gifts to their respective neighboring nursery schools.



Eco-cap campaign

Collected eco-caps were sold for recycling. Revenue was distributed to various social activities. In fiscal 2017, the total revenue was worth 123 vaccines.

