

Social Responsibility Report

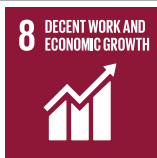




About The CSR Activity

◆ Approach to SDGs (Sustainable Development Goals)

We consider it as one of our important social responsibilities to contribute to the extensive solutions of social problems through our business activities on our indexes of SDGs (Sustainable Development Goals) adopted by the United Nations.

We take actions to our possible 5 goals by materializing our offered values. And we take actions to contribute to economic growth by increasing our contributable goals while the Corporation grows.

5 goals of SDGs relating to Soshin Electric Group

	Related contents	Offered values by Soshin Electric Group
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Respect to humanity and securing of comfortable workplace environment	We provide decent and safety workplace to employees in order to contribute to economical growth, by adequate employment and acceptance and respect of personality and human diversity.
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Cooperation with local communities and promotion of social contribution activities	We contribute to cooperation with local communities and realization of sustainable cities and communities.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Resources balance (input/output) and control of contained chemical substances	We reduce output of resources utilizing effectively energy, chemical substances and water and others necessary to business activities.
 <p>13 CLIMATE ACTION</p>	Activities of environmental preservation and approach to reduction activities of environmental loads	We contribute to preservation of environment, reduction of environmental loads and reduction of CO ₂ emissions and wastes, by strenghtening the control of contained chemical substances and preventing environment-related clames and accidents from arising.
 <p>15 LIFE ON LAND</p>	Approach to environment utilization	We contribute to forest protection and countermeasues against desertification indirectly and loss of animal deversity, by promoting 3R (Reduce, Reuse, Recycle) and attaining zero-emission.

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About The CSR Activity

◆ Overview of biodiversity

From fiscal 2018 Soshin Electric Group participates in activities of MY declaration for action, that is "Self-declaration of participation in environment activities" recommended by the Ministry of Environment. The content of MY Action is that actions are taken on my possible ones selected from 5 actions of "eat, feel, show, conserve and select", resulting in preservation of biodiversity.

We recruited participants from all the employees of Soshin Electric Group. And the participation rate was 98%.

MY declaration for action: Our possible five actions or protect of animal diversity

Act 1		I enjoy locally produced food in season.
Act 2		I go out in the nature, visit zoo and botanical gardens to feel it through my five senses.
Act 3		I express my feelings for wonder of nature with photos, paintings, writing and any way I can.
Act 4		I join the activities for conserving harmony among living things and its connection with humans and cultures.
Act 5		I buy green products.

Soshin Electric Group sympathizes with the preservation activities of local ecology by NPO corporation Picchio in karuisawa and supports their activities aiming at coexistence between human beings and wild animals.



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Respect 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 2.92% (as of fiscal 2018), which exceeded the legally set 2.2% 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.

◆ Health and safety

We secure safety and health of employees and promote environmental creation of comfortable workplace, while taking positive activities of safety and health to aim at zero occupational accidents.

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. 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 Soshin Electric Group free from serious work-related accidents. We will continue activities for employees for their ensured safety and good health.

This year we promote the activities for maintenance and improvement of safety and comfortable workplace by in-house education and risk-assessment to improve the quality of safety and health by acquisition of ISO45001 certificate.

◆ 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.

◆ 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.



In-house education for safety and health

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C Cooperation 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 Greeting Campaign of Yamanoguti Area

Soshin Powertech Corporation participated in Greeting Campaign by cooperation with the elementary and middle schools in the area on the slogan “Man-to-man connection with smiling – Yamanoguti” proposed by the Yamanoguti town development council for creation of “Town of rich heart and culture”.



Placement of “Welcom Flower” at Sakudaira JR Station

We placed “Welcom Flower” at Sakudaira Station that is an entrance of Saku City, in cooperation with 30 students of Saku Comprehensive Technical School and of fourth grade of Sakudaira Asama Elementary School.



Interaction with local communities through sports events

The 18th Soshin Cup Tennis Tournament

134 participants from 67 groups participated in all the events. Although this year there were many rainy days in this season, it was miraculously fine on that event day. Exciting games were played among pairs of tennis players.



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.

