

CSR Initiatives

Our Commitment to Corporate Social Responsibility (CSR)

We are committed to prioritizing CSR in all aspects of our corporate activities while fulfilling our economic responsibilities and complying with laws and regulations. We also strive to continuously review and enhance our efforts in this area.

1. Corporate Governance

We are striving to enhance our governance standards through a three-year plan that outlines our targets and goals and promotes a compliance framework based on our Company Philosophy, Code of Conduct, CSR Policy, and work regulations. Beyond mere legal compliance, we aim to elevate corporate ethics and prioritize CSR in every facet of our corporate activities. We aim to contribute to society and disclose information proactively in the spirit of leading by example.

2. Human Rights

In line with our Code of Conduct, work regulations, and Occupational Health and Safety Policy, we respect human rights and strive to create a corporate culture in which harassment is unacceptable.

This fiscal year, we will further promote awareness of harassment prevention among all of our employees.

3. Labor Practices

We maintain a system for managing occupational health and safety through ISO 45001 certification.

In the area of mental health, we are working to expand education through measures such as annual self-care training and rank-specific training, collaborating with industrial physicians and counselors to prioritize prevention of illness. We also focus on treatment, workplace reintegration, and relapse prevention, always placing the individual's well-being first. Starting this fiscal year, we will introduce an Employee Assistance Program (EAP) to address mental and physical health issues and improve workplace conditions. Company-wide workplace improvement activities are also ongoing, with a strong emphasis on workplace communication.

To address the issue of secondhand smoke, we implemented a program in fiscal 2018 to encourage employees to quit smoking, aiming to reduce the number of smokers. In late September 2021 we achieved a completely smoke-free workplace, and a smoking ban remains in place today.

In our commitment to promoting employee health, we issued a health management declaration on April 3, 2023, and received certification as a "healthy excellent company"

(under the “Healthy Company Declaration” framework by Japan Health Insurance Association) as of April 2, 2024. We have made the certification public and will continue our health management efforts to promote employee health.

The introduction of a remote work system during the COVID-19 pandemic enhanced our internal infrastructure, allowing us to continue offering flexible work arrangements such as telecommuting and flexible work hours in the post-pandemic era.

To comply with labor laws regarding the tracking of employee working hours, we implemented an IC card-based timekeeping system. This digitalization has improved the efficiency of attendance management.

Regarding the employment of local seniors, we have established annual employment contracts with a number of individuals through regional Silver Human Resources Centers, providing them with a vibrant working environment.

We also provide self-reliance training for workers, a skill suitable for the new era to come. We have established a system of training to increase awareness of safety, environmental, and quality risks that will enable individuals to make judgments aligned with contemporary demands, while also focusing on rank-based competency training needed for performing duties within each department.

We also use meetings with members of our U.S. subsidiary and discussions with our European and American customers as opportunities to train our engineers and sales personnel in international communication.

In addition, we conduct annual training for managers to promote work-life balance, fair personnel evaluations, and gender equality among all employees.

4. Sustainability Initiatives

We uphold our commitment to the environment and strive to achieve sustainability through ISO 14001 certification.

Waste Management

We promote the 3R activities (reduce, reuse, and recycle) to reduce waste, with a particular focus on promoting the reuse of waste.

Energy Conservation

We are committed to energy conservation. Our efforts include improving yield, actively adopting energy-efficient equipment, switching to LED lighting, and reducing thermal loss. An update to our extra-high-voltage substation has further reduced energy losses.

For customer deliveries, we also ask customers to optimize their order units to ensure that trucks are as fully loaded as possible.

Green Procurement

We take a green procurement approach to materials that we need to purchase. We refrain

from buying mineral resources that originate in conflict zones and maintain material supplies from environmentally friendly refineries.

Pollution Prevention

We work to reduce and purify wastewater, exhaust gases, and odors emitted from our plant, and we continue to invest in environmental protection equipment and facilities to maintain sustainability.

Additionally, we provide environmental education to our employees and make every effort to coexist harmoniously with local communities.

Water Circulation

We are working to reduce the amount of water used in our plant and improve internal water circulation by continually adding cooling towers and water tanks for cleaning processes.

Greening and Maintenance

We have established green belts around our plant premises to preserve the natural environment and landscape. We have planted cherry trees on the bus route side so that passersby can enjoy them in the spring.

Chemical Management

For any new chemical substances we use, we conduct risk assessments and obtain approval from a specialized department. If a chemical substance we use becomes subject to new regulations, the specialized department informs us, and the relevant department finds a substitute or presents alternative measures.

5. Anti-corruption Policy

We are committed to preventing corruption through an internal control system that provides monitoring mechanisms, in addition to the Powdertech Hotline for internal whistle-blowing and our employee code of conduct.

6. Responsibility and Efforts toward Continuity of Supply

We are committed to maintaining the supply of products that customers can use with confidence and assuring quality and traceability through ISO 9001 certification.

To ensure global supply continuity, we conduct thorough risk assessments of critical facilities and key materials in the event of an emergency. Our business continuity plan (BCP) is reviewed annually, and we strive to maintain ideal inventory levels, considering lead times and distributors' inventory.

We do not procure raw materials that contribute to environmental destruction, and we

develop products with due consideration for the use of scarce resources.

We generally source materials that need to be purchased from multiple suppliers, striving to avoid supply disruptions due to natural disasters or other incidents.

We have decentralized inventory across multiple locations to safeguard the entire supply chain from supply interruptions.

7. Coexistence with the Community

Local Contributions

We house Tokyo Electric Power Company relay equipment at our extra-high-voltage substation, which contributes to the stability of power supply to the local area.

We also carefully monitor wastewater, exhaust gases, and odors emitted from our plant. Wastewater is monitored automatically 24 hours a day, and our system will halt wastewater discharge if any abnormality is detected.

We cooperate with biannual water and biological surveys of Ohori River, which flows near our company, as part of Chiba Prefecture's action plan for restoring water circulation in the Teganuma Marsh.

We collect fallen leaves from the green belt around our plant premises and clean nearby roads and gutters every other day to keep the neighborhood around the plant clean.

Regarding our employee recreation facility completed in November 2022, we signed an agreement with Kashiwa City's disaster prevention and safety division as of November 29, 2022, to allow use of the facilities as an evacuation site for local residents in the event of a natural disaster.

Cultural Engagement

We participate in and sponsor local events and organizations. These include:

Kashiwa area, Chiba Prefecture

Kashiwa Festival

Industrial Festival

Teganuma Fireworks Festival

Takahagi area, Ibaraki Prefecture

Takahagi City environmental beautification activities

Takahagi City Industrial Festival

Takahagi International Friendship Association

Social Support

We support regional councils of social welfare and extend employment to seniors through Silver Human Resources Centers, providing seniors with a stable work environment.

These are only a few examples of our commitment to society through our business, products, and corporate activities that we are confident will be appreciated by local communities and stakeholders.