



Message from the President & CEO

Representative Director and President & CEO
Kazushi Shimizu

Our websites present that Sumitomo Riko Group's CSR/Sustainability management policy and activities. We hope this helps our stakeholders deepen understanding of them.

Message from the President & CEO

Sumitomo Riko Group 2022 Vision and SDGs

Response to COVID-19 Pandemic



CSR Activity Reports





GRI Standards Reference Table

Disclosure	
GRI102 : General Disclosures 2016	
I. Organizational profile	
102-1	Name of the organization
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UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.





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Sumitomo Riko Group 2022 Vision and SDGs

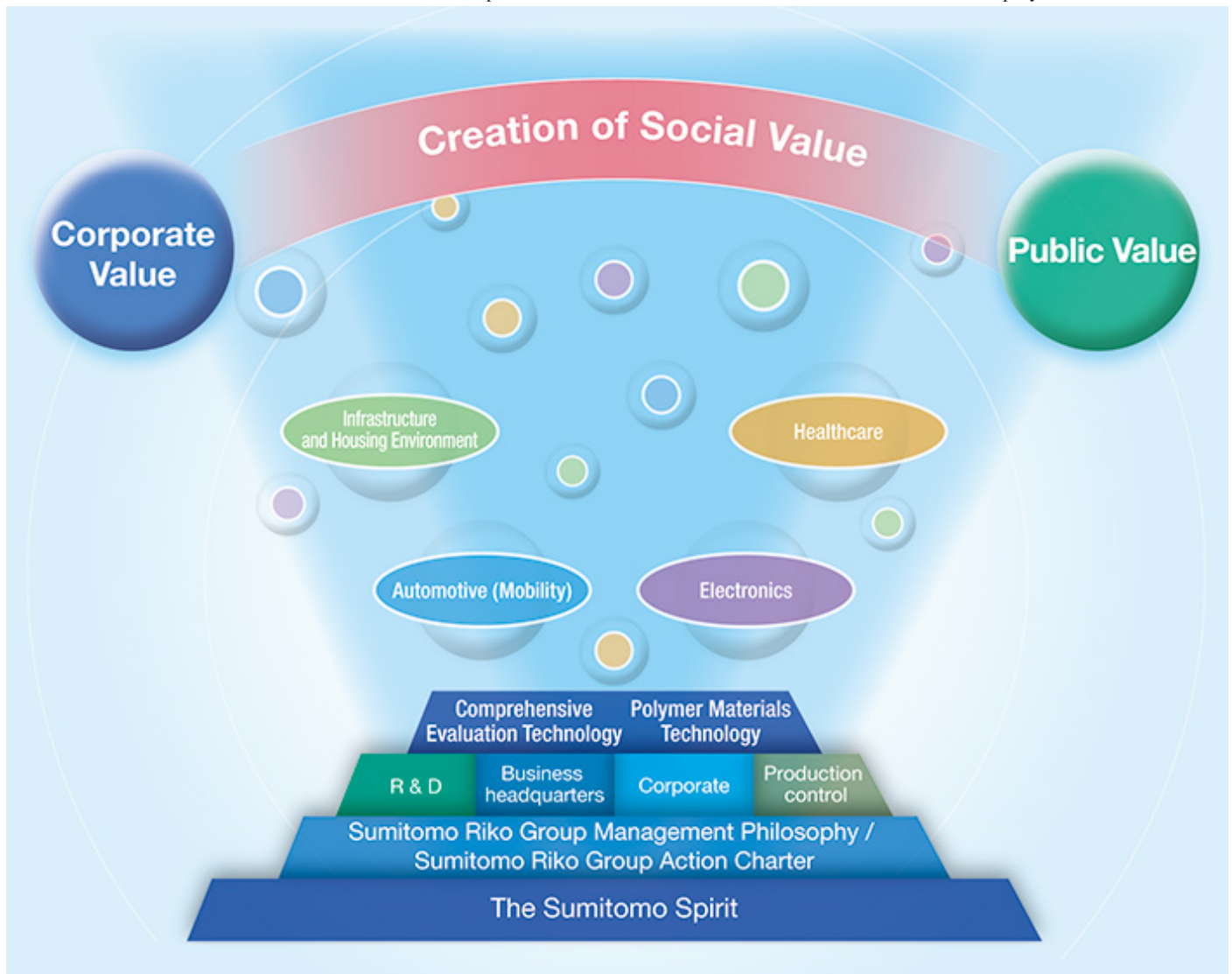
Shareholders and Investors, Customers, Suppliers and Other Trade Partners,
Employees, Local Communities, Global Environment

Global Excellent
Manufacturing
Company

Sumitomo Riko Group
2022 Vision and SDGs

2022V

Aspiring to become a "Global Excellent Manufacturing Company," that is, "a corporation that contributes to safety, comfort, and the environment for people, society, and the Earth," the Sumitomo Riko Group strategically revised the mid-term management vision formulated in 2016 (2020V) and announced the Sumitomo Riko Group 2022 Vision (2022V) in May 2018.



The Sumitomo Riko Group positions the creation of social value through enhancement of corporate value and public value as the fundamental premise of 2022V.

Specifically, our mission is twofold.

- Based on the Sumitomo Spirit, through technological innovation, strive to resolve the issues facing society, as embodied in the SDGs and other initiatives.
- By enhancing corporate value (financial objectives) and public value (non-financial objectives) simultaneously, create social value and achieve sustainable growth together with society.

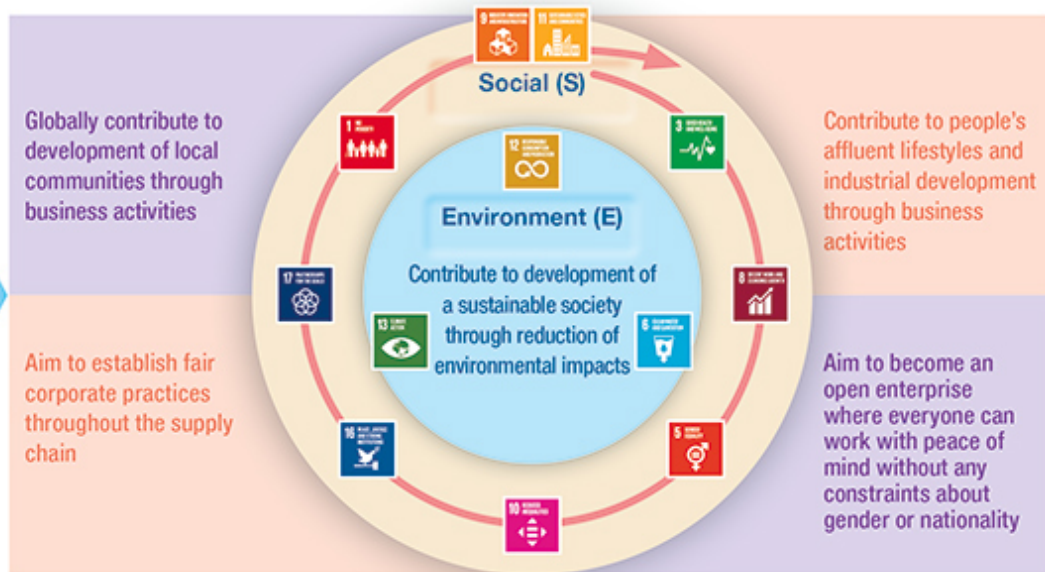
Contribution to Achievement of SDGs

SDGs agreed upon by all UN member states are universal goals to be achieved by 2030 to realize sustainable societies in which "no one will be left behind." Based on the Sumitomo Spirit, the basis of Sumitomo Riko Group's management philosophy, we will work to solve these social issues through our business activities. Anticipating the vision of future possibilities, we will tackle new business and continue our efforts to create social value.

**UN SDGs
(17 Development Goals)**



**Sumitomo Riko Group
Aim to achieve SDGs through business activities**



Related information: ▶ [Archive 1](#) [2](#)

2022V Public Value (Non-financial Objectives)

The non-financial objectives mainly concern environmental and social issues in order to enhance public value through business activities by addressing social issues represented by SDGs. We manage and promote initiatives based on 10 items, including items to be monitored. The progress in fiscal 2019 toward the objectives is reported below.

○ FY2022 objectives and progress in FY2020

	Items	Objectives	Progress in FY2020
Environment	CO2 reduction	8% reduction (ratio compared with discharge rate in 2017)	0.2% increase Affected by reduced production and sales due to the spread of the new coronavirus. Emission intensity worsened due to insufficient reduction of fixed energy generated regardless of production. ▶ Click here for details.
	Waste reduction	5% reduction (ratio compared with discharge rate in 2017)	7.1% reduction Exceeded the target despite the decline in sales by making steady progress in reducing defects, improving yields, and reusing (making valuable) unvulcanized rubber. ▶ Click here for details.

	Items	Objectives	Progress in FY2020
Society	Frequency rate of all occupational accidents	Zero occupational accident	Frequency rate of all industrial accidents: 0.61 We are promoting the creation of safe personnel and facilities through safety dialogues and patrols by the president and other managers and supervisors, and the enhancement of global safety standards. ▶ Click here for details.
	Compliance training	Participation rate of global executive training shall be 100%	Participation rate: 100% Domestic: All 687 members in the Compliance Review Day and Compliance Leaders Meeting members participated. Overseas: All 792 members in the Compliance Review Day and Compliance Leaders Meeting participated. ▶ Click here for details.

※We have decided to exclude water risk from the 2022V target, judging that there is no short-term risk based on the progress in recycling of wastewater and risk analysis.

○ Monitoring items

	Items
Society	Ratio of female managers
	Ratio of base managers hired locally
	Promotion of CSR procurement
	Social contribution activities
	Job creation in emerging countries


SUMITOMO RIKO Company Limited

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Response to COVID-19 Pandemic

Shareholders and Investors, Customers, Suppliers and Other Trade Partners,
Employees, Local Communities, Global Environment

Response to COVID-19 Pandemic

We have established infection prevention frameworks and are pursuing a range of actions in response to the COVID-19 pandemic. The current situation as of May 2021 is as follows.

▶ [Click here for Message from the President & CEO.](#)

Basic Response Approaches

- Our top priority is the life, safety, and health of our employees, their families, and all our associates within and outside the company.
- We will fulfill our social responsibility by minimizing the negative impact of the pandemic on business and pursuing business continuity.
- We will work together with local communities in our efforts to prevent the spread of infection, adapt to the "new normal" by changing the way our people work and the preferred state of our organization.

Company-wide Framework

On January 28, 2020, we launched the Novel Coronavirus Countermeasures Taskforce, headed by the President and with the Risk Management Office serving as the secretariat. On February 10, to strengthen the actions being taken in our specialized functions, sub-committees for the supply chain, logistics, accounting, sales, and (later) personnel affairs were set up under the Taskforce. The Taskforce meets once a week to share information on the impact of the pandemic, countermeasures, and issues.

From a business continuity perspective, we are monitoring on a weekly basis the operation status at our customers and Sumitomo Riko Group companies around the world, as well as cases of infection among employees.

Furthermore, based on the premise that the COVID-19 is not expected to end in the foreseeable future, the "With Corona Project" was launched within the Taskforce on June 8, 2020. The Risk Management Office, the Human Resources Department, the General Affairs Department, the Information Systems Department, and the CSR Planning Office served as its secretariat, with the heads of each department as members, and the project set up the following content.

1) Countermeasure phases have been set at levels 1 to 4, and domestic bases, including Group

companies, are required to take measures for commuting, meetings, business trips, and meetings with people outside the company in accordance with the infection status of each location and the regulations from the national and local governments. The Risk Management Office sends out the countermeasure phases of each base to all companies in Japan to ensure thorough operation.

2) Guidelines have been formulated and thoroughly communicated to all employees regarding temperature checks, hand washing, gargling, wearing masks, desk partitioning, promotion of online work, measures in the company cafeteria, and special attendance measures.

In addition, when an infected person is identified in a group company in Japan, the information is disclosed on the website for timely and appropriate information disclosure.

Actions for Employees

○ Infection prevention measures/preventing spread of coronavirus in workplaces

We established and implemented the company's own original, phase-based measures to prevent the spread of infection, which are linked to the guidelines of national, prefectural, and municipal governments.

- 1) Introduction of a new remote work system under the COVID-19 pandemic. *All employees who are able to perform work from home are now eligible to apply.
- 2) Review of infection prevention measures in all workplaces, including manufacturing processes, and infection prevention measures in canteens, etc.
- 3) Enhancement of IT tools for shifting business operations online
- 4) Restriction of domestic and overseas business travel and voluntary restraint from other travel
- 5) Special measures for attendance
 - Responses to temporarily closures of elementary schools, pregnant workers, and people with underlying conditions
 - Staggered commuting and work-from-home rotation system for employees who use public transportation

We will continue to promote the establishment of permanent work-from-home schemes as part of work-style reform for our employees.

○ To maintain employment

Implementing temporary closures in response to production adjustments by customers on the premise of maintaining employee employment, and providing compensation for temporary closures. (FY2020)

○ Workplace environment development for safety and health

We have continued to pursue the creation of safe and secure workplaces through the development of guidelines, action guides, and rules concerning seasonal influenza and novel influenza and awareness-raising activities among employees. With the spread of coronavirus, we are now promoting the following measures to prevent infection.

✓ **Awareness raising:**

Strengthened efforts to educate employees about infection prevention measures (e.g. thorough hand-washing, hand sanitization, cough etiquette) via extra editions of the Group's health newsletter, internal directives, and other means.

✓ **Health management and response in event of cases of infection:**

Stepped up health checks such as temperature checks before work, and strengthened rules in the event of a confirmed or suspected case of infection or close contact (swift communication and response, while taking privacy into consideration).

✓ **Prevention of congestion, contact, and crowding:**

Various measures have been put in place, including work-from-home, staggered start times, attendance rotations, online meetings, in-principle bans on domestic and overseas business travel, and staggering mealtimes.

Related information : ▶ [Creating a new training style](#)

Going forward, we will review the measures we have taken to date and, on the assumption that we will be living with the coronavirus for some time to come, strengthen them further to prevent the spread of infection in manufacturing processes and offices. In so doing, we will place top priority on preventing infection and ensuring the safety of our employees and their families and all of our associates.

Actions in the Value Chain

From the perspective of business continuity across the entire value chain, we check the status of our customers' production operations, sales forecasts, and regulatory trends in the countries where our bases are located. At the same time, we are making continued efforts to ensure that production does not stop by interviewing our suppliers on the state of their management and cashflow situation.

We have also established internal rules in accordance with the "Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors" to prevent losses to our small and medium-sized business partners due to refusal to accept products, unreasonable reductions, delays in payment, etc., which may occur under pandemic conditions, we are providing education and awareness raising activities on the Act in our company and group companies.

Due to the impact of the new Corona, our overseas bases in particular have been shutting down their operations, and we have had to change production locations in order to secure shipment volume. Therefore, in order to ensure quality even after the production transfer, we have been taking measures to ensure that quality evaluation of the transferred products is carried out without omissions, and that "process change applications" are submitted to customers without fail, and that only approved products are shipped. In the future, we will continue our efforts to put customers first and quality first, even in the event of unforeseen circumstances.

Contribution to Society

○ Thin-film high heat insulating material "Finesulight™" contributes to the temperature-controlled transport for COVID-19 vaccines

In May 2021, our thin-film high heat insulating material Finesulight was adopted by Sugiyama-Gen Co., Ltd. for their dry ice compatible ultra-high-performance heat insulating box "BioBox Freezer". Developed by Sugiyama-Gen for vaccine transportation, this product can be stored at -70 °C or lower (maintained for 12 days on dry ice) without a power source, and is expected to contribute to the storage and management of new coronavirus vaccines in various municipalities.

This is a sheet-type 0.6 mm heat insulator, which features "heat shielding" to reflect heat from the outside and "heat insulation" to prevent heat inside the box from escaping outside. By adding Finesulight in the vacuum insulation material built into the box, the insulation performance has been improved by about 20%.

Most temperature-controlled transport boxes maintain their cooling capacity by periodically adding dry ice (two types: square and cylindrical pellet types). While the pellet type has a high cooling capacity, its distribution volume is relatively small in Japan, and there are concerns about a shortage as the new coronavirus vaccination goes into full swing. BioBox Freezer, as a product compatible with commonly distributed square dry ice, will greatly contribute to the transportation of new coronavirus vaccines, which will be accelerated in the future.



"Finesulight" (silver part) used in the "BioBox Freezer". It is built into the exterior of all five sides excluding the top.

○ Body Motion Sensor, Sumitomo Riko's original technology contributing to treatment research

Sumitomo Riko has developed new diagnostic equipment in the form of Body Motion Sensor (General medical devices, Class I) that can simultaneously monitor vitals such as heart rate and respiration and began supplying it to medical institutions and companies in 2019. A research and development project on the Pneumonia Severity Index (PSI) of COVID-19 patients using Respiratory Stability Time (RST) at Osaka University, in which Sumitomo Riko is participating by supplying the equipment, has been adopted as a technology development project for measures against infectious diseases such as viruses, etc. by the Japan Agency for Medical Research and Development (AMED).

The R&D team, led by Osaka University, is considering the state in which patients with severe cases of the novel coronavirus (SARS-CoV-2) develop respiratory failure, focusing on the fact that the patients are thought to start displaying abnormal breathing patterns prior to their condition worsening. The team developed a system to detect signs of cardiac arrest and respiratory failure at an early stage by calculating RST based on the state of breathing during sleep.

Sumitomo Riko's flexible, thin, and highly precise Body Motion Sensor was adopted for this system. It is hoped that, by detecting the deterioration of breathing at an early stage with little burden on the patient, prompt and effective medical treatment can be provided. Further, in pandemics of highly contagious diseases, including the novel coronavirus, in which contact needs to be avoided as much as possible, as well as reducing the incidence of severe cases through early treatment intervention, we believe that constant online monitoring will contribute significantly to avoiding the risk of healthcare workers being

infected.



Body Motion Sensor

○ Donation of Transparent Masks to Hearing-Impaired People

The Sumitomo Riko Attaka Fund has produced transparent masks that allow people with hearing disabilities and their supporters to see their expressions and mouths as a joint project with the "Ayabe Network", a group of people involved with hearing-impaired people in Ayabe City, Kyoto Prefecture, where Sumitomo Riko Hosetex, Ltd. is located. We donated approximately 900 of these masks to people with hearing disabilities throughout Japan through the Ayabe Network.

Volunteers from our company participated in the design of specifications and prototyping, utilizing their knowledge and expertise accumulated in their daily work.



Donated transparent masks



Donation ceremony for Ayabe Network
(April 2021)

○ Donation of 6,000 Masks

In response to the shortage of masks to prevent infection by virus-containing droplets in emergency medical care settings, Sumitomo Riko has donated its emergency stockpile of N95 masks (respiratory protection equipment), a total of approximately 6,000 masks, to the municipalities where our production bases are located. In June 2020, Sumitomo Riko donated 3,360 masks to the Komaki Fire Department, where the Komaki Head Office and Plant (Aichi) are located, and 1,000 masks each to Matsusaka City in Mie, Susono City in Shizuoka, and Ageo City in Saitama.



Mayor of Komaki, Shizuo Yamashita, receiving the masks from President Shimizu (left) at a donation ceremony.

○ Face-shield Production in Brazil

SumiRiko do Brasil Industria de Borrachas Ltda. has joined a project for the distribution of free masks being promoted by the Federal Institute of Minas Gerais (IFMG) in the State of Minas Gerais where the company is located. In this project, IFMG handled procurement of materials and distribution, and the company was in charge of the plastic molding process. In May 2020, a total of 46,000 shield-type protective masks were provided free of charge to healthcare workers, police officers, and firefighters through the health bureaus of more than 30 municipalities in the state.



Donation to the city of Mateus Leme



Manufactured face shield





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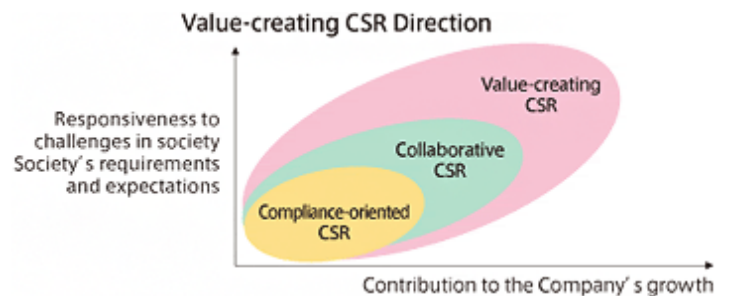
CSR/Sustainability

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

CSR/Sustainability Management Structure

Steps Toward Value-creating CSR

Sumitomo Riko Group aims to realize "Global Excellent Manufacturing Company" which we define as a company that contributes to safety, comfort and the environment of human beings, society, and the Earth. The CSR activities the Sumitomo Riko Group is promoting are value creation-based, designed to meet the expectations of society while contributing to our sustainable growth and development. We are convinced that promoting such value-creating CSR will speed our emergence on the international stage as an aspiring "Global Excellent Manufacturing Company."



The Sumitomo Riko Group considers that there are three steps to promote value-creating CSR. Currently, we undertook value-creating CSR management and are deepening CSR activities.

Steps to value-creating CSR management

1 Thorough execution of compliance management

A company imparting zero negative impact on society

- Legal compliance
- Reduced environmental burden
- Harmonious relationship with local communities



2 Implement collaborative CSR management

A company in harmony with society

- Observance of international guidelines
- Balance between reduced environmental burden and environmental protection
- Contribution to local communities



3 Commencement of value-creating CSR management

A company imparting a positive impact on society

- Product development in response to society's challenges
- Addressing the respect of human rights, diversity, climate change and anti-corruption
- Social contribution that provides solutions to society's challenges

Basic Approach to CSR/Sustainability

○ Sumitomo Riko Group Corporate Action Charter

In our efforts to realize the Vision of the Sumitomo Riko Group, we position CSR that consistently creates value at the heart of our management and the Sumitomo Riko Group Corporate Action Charter is the basis of the Group's CSR activities. Our Corporate Action Charter was established in March 2006 by resolution of the Board of Directors following deliberations by the CSR Committee that was formed in 2005. The Corporate Action Charter was revised in October 2014 and April 2019 to reflect changes in the business environment.

Related information : [▶ Sumitomo Riko Group Corporate Action Charter](#)

○ Basic Policy on CSR and Sustainability

With the United Nations Sustainable Development Goals (SDGs) and the Global Compact in mind, we have categorized the aspects of CSR management into the following three perspectives and established them as our Basic CSR and Sustainability Policies. Based on these policies, we aim to "create social value" by addressing and seeking solutions for social issues, such as those represented by the SDGs, improve our corporate value and public value, and grow sustainably with society.

- (1) Take action that does not harm society and the global environment (minimization of negative impact)
 - Appropriate responses to risk in areas such as human rights, labor, the environment, and anti-corruption
- (2) Contribute to solving social and global environmental challenges (maximization of positive impact)
 - Businesses and social contribution activities that provide solutions to social challenges
 - Human diversity that contributes to the emergence of innovation
- (3) Improve engagement with stakeholders through communication and raise corporate value with a long-term view
 - Information disclosure, dialogue, collaboration

○ Materiality

Aiming to be a company that is loved, trusted and respected by local communities around the world, in promoting CSR management, we base our actions on the CSR materiality, underpinned by our two fundamental principles of respect for human rights and compliance, while emphasizing four priority themes: safety, environment, quality, and contribution to society.



CSR/Sustainability Promotion Structure

For the promotion of CSR management, the CSR Committee, chaired by the President, with titled Executive Officers as committee members, meets three times a year and reports its outcomes to the Board of Directors twice a year.

The CSR Committee has six subcommittees, namely the Safety and Health Committee, Environment Committee, Compliance Committee, Social Contributions Committee, Diversity Committee, and Supply Chain Committee. The CSR Committee approves the action policies of these six subcommittees and checks and follows up on the progress of their activities. In addition, the Committee manages the non-financial objectives and monitoring items set out in the 2022 Vision. (until fiscal 2020)

In response to the need to achieve sustainability, including carbon neutrality, we have decided to dissolve the subordinate committees for more efficiency and operate the "CSR Sustainability Committee" from fiscal 2021 in order to address CSR activities in a more integrated manner with business activities throughout the Group. The committee will deliberate and provide guidance and support to the divisions under its jurisdiction on such themes as "Safety and Health", "Environment", "Social contribution", "Diversity", and "Supply chains".

In order to strengthen the functions of the Compliance Committee, it has been made an independent committee parallel to the CSR Sustainability Committee.

- Composition of the CSR Sustainability Committee

Chairperson: President and Chief Executive Officer

Committee members: Outside Directors, Senior Managing Executive Officers, Managing Executive Officers, General Managers of the relevant divisions, etc.

Secretariat: Corporate Planning Department

Sumitomo Riko Group's Stakeholders

In light of CSR materiality, the Sumitomo Riko Group has selected the following stakeholders. Following discussion, taking into consideration CSR issues at Sumitomo Riko classified according to the Sumitomo Riko Group Action Charter, the CSR Committee approved the definition. We have referred to ISO26000, the Charter of Corporate Behavior of the Japan Business Federation (KEIDANREN), and the GRI Sustainability Reporting Guidelines.

Stakeholders	Our commitment
Shareholders and Investors	Striving to realize sound and transparent management for sustainable growth
Customers	Providing value that meets the expectations of our customers and consumers
Suppliers and Other Trade Partners	Treasuring partnership and practicing socially responsible purchasing
Employees	Respecting employees' diversity, human rights and providing workplaces in which they can take pride in places of their personal development
Local Communities	Contributing to solve society's challenges as a corporate citizen
Global Environment	Striving to minimize adverse impacts on the global environment

Employee Education Measures

With the aim of dissemination of CSR and the SDGs within the Group, we conduct training at various opportunities to encourage every individual employee to take ownership of these goals and incorporate them into their work. In fiscal 2020, we introduced training methods to prevent the spread of the new coronavirus, such as decentralized, remote training, and video distribution, and a total of 293 employees, including new hires, mid-career employees, technical staff, and administrative staff, took part in the training.



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Sumitomo Riko Group's CSR

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Sumitomo Riko Group Corporate Action Charter

3rd Revision: April 23rd, 2019

The Sumitomo Riko Group, in view of The Sumitomo Spirit, including "integrity and sound management" and to "not pursue immoral business," and in accordance with the Sumitomo Riko Group Management Philosophy, creates social value by enhancing corporate value and social value with a strong sense of ethical values and autonomous and responsible behavior to aspire to be a Global Excellent Manufacturing Company.

To contribute to realizing the sustainable development of society in harmony with people and the Earth, we act in line with the following 10 principles.

○ Commitment to customers and realizing a sustainable society

1. We shall develop and provide socially beneficial and safe products and services through innovation that provide satisfaction to customers and earn their confidence. We shall contribute to sustainable economic growth and the resolution of social issues through such business activities.

○ Fair business practices

2. We shall engage in fair, transparent, and free competition, and ensure that transactions are appropriate and responsible. Also, we shall observe laws, regulations, and rules, as well as maintain a sound and proper relationship with political bodies and government agencies.

○ Dialogue with stakeholders, information disclosure, and information management

3. In addition to communicating with a wide range of shareholders constructively, we shall interact extensively with the public, and disclose corporate information actively, effectively, and fairly to create social value by enhancing corporate and social value. We shall also protect and properly manage personal and customer data and other types of information.

○ Respect for human rights

4. We shall conduct business that respects the human rights of all persons.

○ Decent workplace

5. We shall realize work practices that will improve the capability of employees and that respect the diversity, character and personality of employees. We shall ensure a healthy, safe and comfortable working environment, thereby cultivating a sense of belonging and plenitude.

○ Global environment

6. Recognizing that global environmental issues pose challenges to all humankind, and that it is an integral part of our existence and activities, we shall proactively tackle these issues.

○ Social contribution

7. We shall actively engage in community involvement activities and contribute to community development as a good corporate citizen.

○ Respect for international norms of behavior and good relations with the community

8. In line with the globalization of business activities, we shall comply with laws and regulations of the countries and regions where our business operations are based and respect human rights and other international norms of behavior. We shall also conduct business by taking into consideration the local culture and customs as well as the interests of stakeholders, and contribute toward the development of the local economy and society.

○ Risk management and crisis management

9. We shall assess risks that may arise in the future and develop measures to prevent their materialization; and if they do materialize, we shall endeavor to minimize the damage. We shall conduct thorough and organized crisis management in the face of actions caused by natural disasters, cyber attacks, terrorism, antisocial forces and other crises that pose a threat to civil society and corporate activity.

○ Initiative of top management and implementation of this charter

10. Recognizing that it is the role of top management to inculcate the spirit of this Charter throughout the Group, top management of the Sumitomo Riko Group shall take the initiative in an exemplary manner to build an effective governance system and implement the Charter within Sumitomo Riko and throughout the Group companies, while also encouraging the Group's suppliers to endorse and fulfill the principles of this Charter. Furthermore, top management shall continuously listen and respond to voices from within and outside the Group and establish internal systems to promote CSR. In the event of any violation of the Charter causing a loss of social trust, top management of the Sumitomo Riko Group shall take charge to resolve the issue, investigate and identify the causes of the lapse, and make efforts to prevent recurrence while fulfilling their responsibilities.

 [Sumitomo Riko Group Corporate Action Charter \(detailed version\) \(195KB\)](#)



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Sumitomo Riko Group's CSR

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Endorsement of External Initiatives

United Nations Global Compact

In October 2014, Sumitomo Riko signed the Global Compact proposed by the United Nations and is a member of the Global Compact Network Japan.

The UN Global Compact is an initiative advocated by Kofi Annan, then UN Secretary-General, in 1999 and launched in 2000 by the UN Headquarters. The UN Global Compact comprises ten principles in the four areas of human rights, labour, environment, and anti-corruption. We are ensuring compliance with these principles and are committed to fulfilling our responsibility in international society while endeavoring to promote and appreciate diversity.

We participated in the following working groups (WGs) of the Global Compact Network Japan (GCNJ) in fiscal 2020.

- ESG WG, Environment Management WG, Kansai WG, Supply Chain WG, Human Rights Training WG, Human Rights Due Diligence Subcommittee, Anti-corruption WG, Reporting WG, WEPs WG

In September 2020, we also endorsed the call of the United Nations Global Compact and signed the "Statement from Business Leaders for Renewed Global Cooperation". This is an expression of our determination to unite all sectors to eliminate social fragmentation and realize a sustainable future in the face of various critical crises such as the COVID-19 pandemic, climate change, economic uncertainty, and social inequality.

Related Information: [▶ Press Release](#)

In addition, an interview with our President, Mr. Shimizu, entitled "Enhancing corporate value and public value during the COVID-19 crisis" was published in the "SDGs Research Report Vol. 5" issued by GCNJ in March 2021. The article introduces business continuity and examples of products and businesses that respond to the COVID-19 pandemic and climate change.

Related information: [▶ SDGs Research Report Vol. 5](#)



Amnesty International

We revised the Sumitomo Riko Group Corporate Action Charter in April 2019, which includes a statement expressing our commitment to conducting "business that respects the human rights of all persons." In practice, we are a corporate supporting member of Amnesty International Japan, a unit of a global human rights organization, and the initiatives we pursue reflect the Guiding Principles on Business and Human Rights of the United Nations.

Tokyo Principles for Strengthening Anti-Corruption Practices

In July 2018 Sumitomo Riko signed and endorsed the Tokyo Principles for Strengthening Anti-Corruption Practices (Tokyo Principles) of Global Compact Network Japan. The Tokyo Principles are the materialization of the content of Principle 10 (Anti-Corruption) of the UN Global Compact. Having signed the Tokyo Principles, we will implement even stronger anti-corruption activities than before.

In fiscal 2018, we revised the [Sumitomo Group Global Compliance Action Guidelines](#) to reflect the Tokyo Principles.



Keidanren Charter of Corporate Behavior

As a member of the Japan Business Federation (Keidanren), Sumitomo Riko complies with and puts into practice the Charter of Corporate Behavior. In order to respond to changes of the recent trends in society, in light of the revision of Keidanren's Charter of Corporate Behavior, we revised the [Sumitomo Riko Group Corporate Action Charter](#) in April 2019 based on a resolution by the Board of Directors.

We also participate in activities such as the Keidanren's "Committee on Responsible Business Conduct & SDGs Promotion".

Declaration of Biodiversity by Keidanren

Supporting the purpose of the Declaration of Biodiversity by Keidanren (Japan Business Federation), Sumitomo Riko has endorsed "The Declaration of Biodiversity by Keidanren Promotion Partners." We are working to protect biodiversity through reduction of environmental impacts, forestation, protection of the environment in the neighborhood of our business sites and other social contribution activities.

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Safety and Health

Shareholders and Investors, Suppliers and Other Trade Partners, Employees

Safety and Health Management



Commitment

Message from the Officer in Charge

We are promoting standardization, operational practices, inspections and audits, and continuous improvement to reduce risks to safety and health, both as a business unit activity and as a cross-divisional activity.

As the officer in charge of Safety and Health, I take the lead in safety actions and make every effort to raise safety awareness through safety dialogues and other forms of communication. We will continue to share and develop examples of good activities, clarify what the problems are at sites where accidents occur, and prevent recurrences and make improvements.

Although we are forced to limit our global activities in the face of the COVID-19 pandemic, we are making effective use of remote instruction systems, audits, and other means to raise the level of our activities. There are some difficult issues in order to cope with the changes. However, we will do our best to ensure that all employees of the Sumitomo Riko Group can work safely and healthily, with the belief that "Changing Awareness will change Behavior, and Changing Behavior will change Awareness". Keep Safe!!



Shinichi Waku

Director and Managing Executive Officer

Safety and Health Management

Based on the Sumitomo Riko Group's de-facto standards, which have been cultivated over the years, we have clearly defined "Safety and Health Management Guidelines". We also have been operating GSS (Global Safety Standards), which include various safety standards.



Basics of Safety and Health

Safety Philosophy

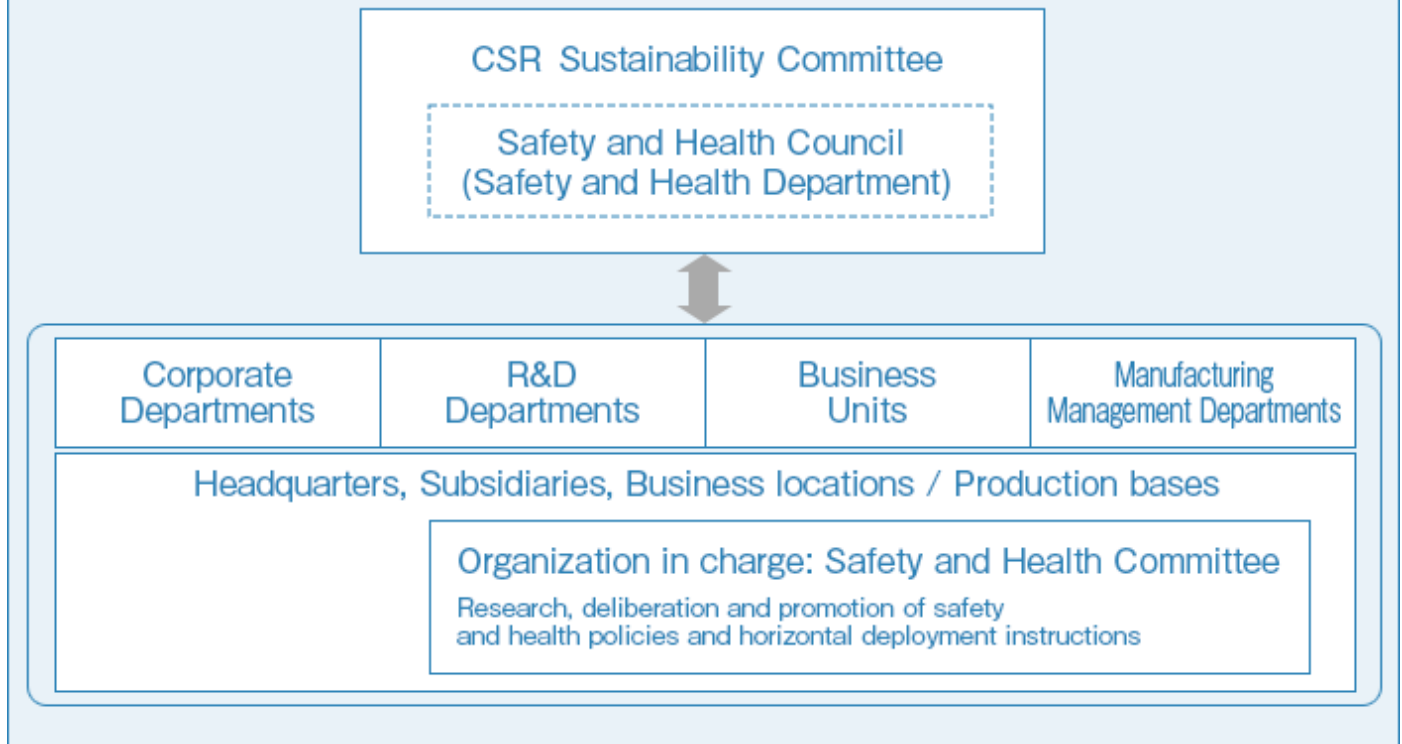
Safety is our top priority for happiness of all employees and prosperity of the company. We confirm the safety before starting operations of the day.

10 Principles of Safety

1. Always keep in mind that safety is our top priority.
2. Have conviction that all kinds of injuries and industrial diseases are preventable.
3. It is the responsibility of the company and individuals to establish, sustain, and improve the safe condition.
4. The management has the direct responsibility to prevent injuries and industrial diseases.
5. It is the basic responsibility of individuals in the society to follow the rules.
6. Sufficient education and training must be provided to all employees to ensure safe operations.
7. Safety and health audit in which all employees take part must be conducted to establish PDCA of the safety and health control system.
8. Report and investigate all accidents as well as unsafe actions and conditions leading to accidents.
9. All defects on safety and health must be remediated immediately.
10. Cooperation and participation of all employees are inevitable to attain our zero-accident goal.

Promotion Structure

Health and Safety Promotion Structure



○ Participation of Workers

In addition to each of our activities, we, workers, participate in decision-making at various Safety and Health meetings/committees at our offices as well as Safety and Health patrols. At the work sites, we collect the opinions of workers and utilize them for improvement.

Safety and Health Activity Guidelines

○ Policy

We are further strengthening our global safety activities to achieve "Zero Accidents". We cannot achieve the goal of zero accident without both safe human resource development and safe facility development. We are working to build a safety culture so that each and every one of our employees can become self-reliance and always act with safety in mind.

○ Group-wide Activities

Safe Organization: Leadership from Top management and Managers

Safe Workplaces: Making Equipment and Work Environments Safe

Safe Organization: Leadership from Top management and Managers	Safe Workplaces: Making Equipment and Work Environments Safe
<ul style="list-style-type: none"> *Safety patrols: Detection and improvement of unsafe behaviors and conditions *Safety dialogue: Improving awareness and communication *Prevention of recurrence of accidents / Pursuit and removal of the root cause 	<ul style="list-style-type: none"> *Separation of people and vehicles *Risk assessment of equipment, operations, and chemical substances *Improvement of work environment (heat, noise, etc.) *Fire prevention activities such as maintenance of equipment and removal of combustible materials
Fostering safe people: Establishment of standards and instruction/training	Traffic Safety
<ul style="list-style-type: none"> *Establishment, practice, and audit of various GSS *Safety training by job level *Securing the necessary competence for work *Improvement of abnormality handling ability / hazard sensitivity 	<ul style="list-style-type: none"> *Analysis of causes of accidents *Horizontal deployment of measures to prevent recurrence *Traffic safety instruction *Traffic KYT

○ Safety Conference / Safety Dialogue



Safety Conference held while avoiding enclosed spaces, dense congregation and closeness due to the COVID-19 pandemic



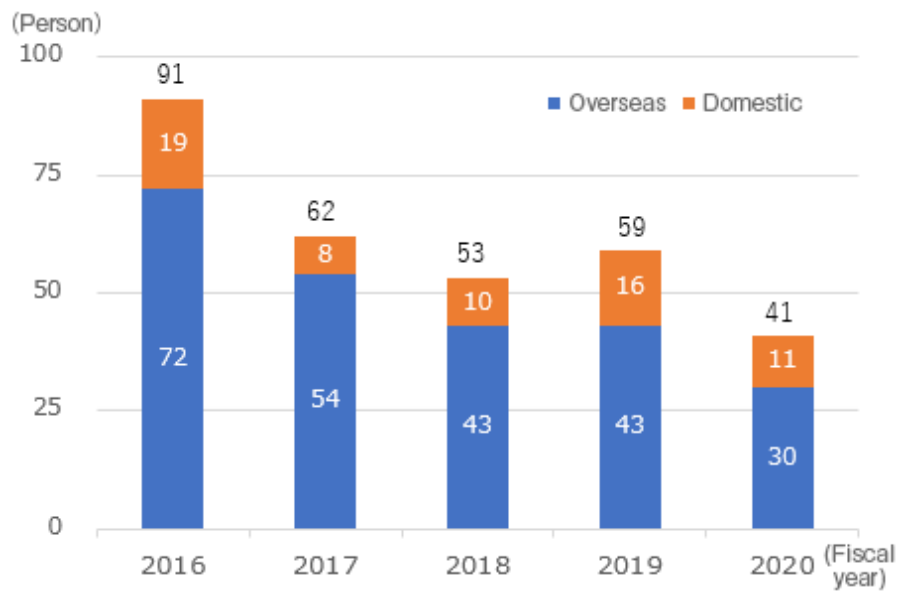
Safety Dialogue with the President

○ Safety Patrol

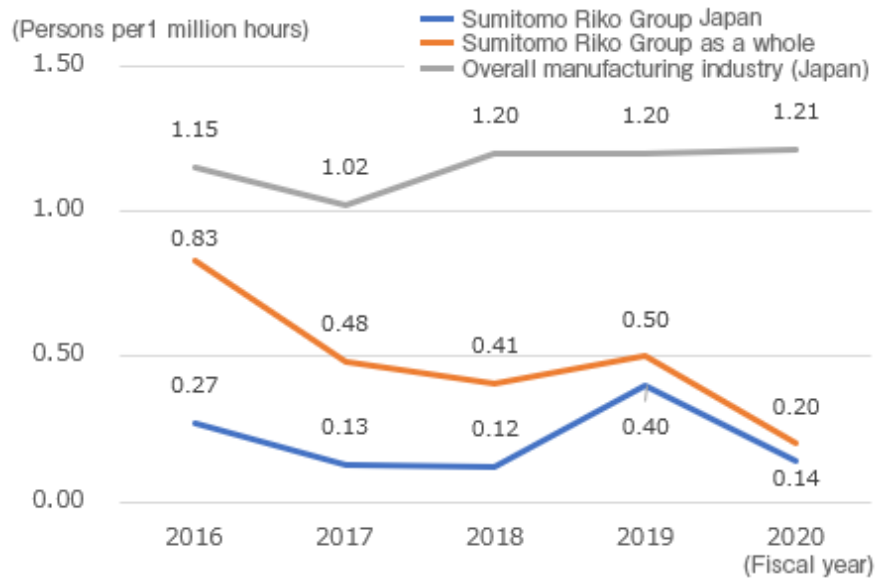


Safety patrols and communication by the officer in charge of safety and health

○ Changes in the Number of people injured in Industrial Accidents



○ Changes in the Frequency Rate of Lost worktime due to Occupational Accidents



※Lost worktime injury frequency of people injured in lost worktime accidents per 1 million total working hours

※Data for the overall manufacturing industry (Japan) is from the Ministry of Health, Labour and Welfare's Occupational Accident Statistics.

 **SUMITOMO RIKO Company Limited**

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Safety and Health

Shareholders and Investors, Suppliers and Other Trade Partners, Employees

Health Management Initiatives



Health Management Initiatives

We believe that the health, both physical and mental, of all employees of the Sumitomo Riko Group and their families is a "Management Foundation that supports the Sound and Sustainable Growth of the Company", and have therefore established the "Sumitomo Riko Group Health Management Declaration".

Sumitomo Riko Group's Health and Productivity Management Statement

The Sumitomo Riko Group places importance on managing the health of our employees and promotes initiatives to achieve "Health and Productivity Management Statement."

Based on this Health and Productivity Management Statement, we will increase health awareness among our workforce by actively supporting employees engaged in health improvement activities and implementing organizational measures for health improvement, as we aim to become "a corporate group that is highly regarded and trusted by society and whose employees work healthily and energetically".

April 1, 2017

Recognized as "Certified Health and Productivity Management Outstanding Organization (White 500)" for the fifth consecutive year



In March 2021, our company was certified as "Certified Health and Productivity Management Outstanding Organization (White 500)" for the fifth consecutive year. The health management of our employees is an important role of the company, and the Health Care Office of the Human Resources Department plays a central role in our efforts to create a health activity for each employee and a vibrant organization, in cooperation with the health management staff of each Group company.

Health Policy Indicators

	FY2019 Performance	FY2020 Performance	FY2022 Objectives
Rate of regular health checkups taken	100%	100%	100%
Percentage of employees who smoke	31.6%	30.9%	Less than 25%
Percentage of employees who exercise regularly (Note 1)	19.5%	21.8%	30% or more
Number of participants in walking events/time	309 people	449 people	1,000 people or more
Number of participants in health promotion training	1,199 people	1,375 people	1,500 people or more

(Note 1) Exercise habits are defined as exercising lightly for 30 minutes or more at a time, twice a week or more, and continuing exercise under these conditions for 1 year or more.

○ Initiatives for three priority measures

(1) Health improvement activities

Every day at the start of work, all employees participate in health exercises in order to promote safety measures, build a healthy body, and develop exercise habits. In particular, in order to increase the ratio of employees who exercise regularly, we have introduced a health point system in cooperation with the Health Insurance Society since fiscal 2020 to raise employees' health awareness. In addition to instructions and trainings for all employees, we also provide training tailored to the needs of each workplace. Furthermore, we also distribute audio-based training videos on our intranet as countermeasures against infectious diseases.



Health Building Exercise



Workplace training: Physical fitness measurement

(2) Mental Health Measures

At our company, we have the following in-house training programs for all employees

- (1) In-house training on mental health
- (2) Individual consultation with psychiatrists

At the same time, we are implementing comprehensive mental health measures, such as early response by industrial health staff to employees with mental health problems, and measures to prevent recurrence and support them in returning to work using our original reinstatement program.

Moreover, by utilizing stress checks, we are working on KAIZEN activities by each workplace with self-care measures and results of group analysis done by managers and supervisors (line care).



Self-care workplace training



Letter to make employees aware of mental health



For good sleeping

(3) Lifestyle-related disease measures

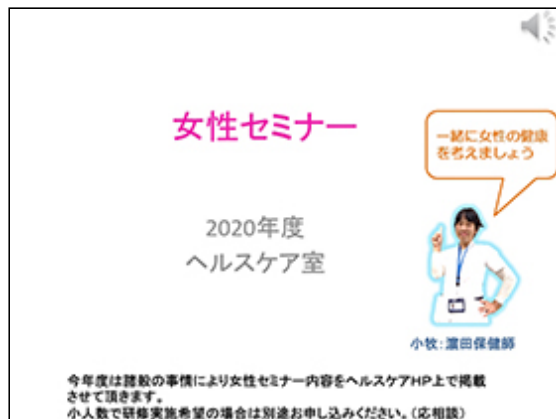
Smart Club activities - Health seminars on women’s cancers, etc.

As one of the measures to prevent lifestyle-related diseases, we are conducting group activities to lose weight and improve our lifestyle habits. (Smart Club Activities)

In addition, in order for women to work energetically, we hold "Women's Seminars" with themes such as cancer countermeasures specific to women and responses to menopausal disorders. In fiscal 2020, 250 employees, including men, participated in a web-based training program as part of measures against infectious diseases.



Smart Club: Tasting of tea designated as “food for specified health uses”



Women's Seminar web materials

Measures against Passive Smoking and Smoking Cessation

With the goal of reducing the smoking rate by 5% or more by 2022 compared to 2019, we have set the 22nd of every month as the "Swan Swan Day (no smoking day)" and are patrolling outdoor smoking areas to encourage people to quit smoking. Also, some business sites conduct activities to promote smoking cessation, such as holding non-smoking classes with the cooperation of the city in which they are located.



Non-smoking classes in cooperation with the local administration in which the business sites located



Quit smoking poster

○ Cooperation with group companies/Support for internal subcontractors.

To promote health improvement measures among employees of the Sumitomo Riko Group, we have strengthened our collaboration with all Group companies in Japan to conduct health improvement activities, such as holding our original health training programs at affiliated companies.

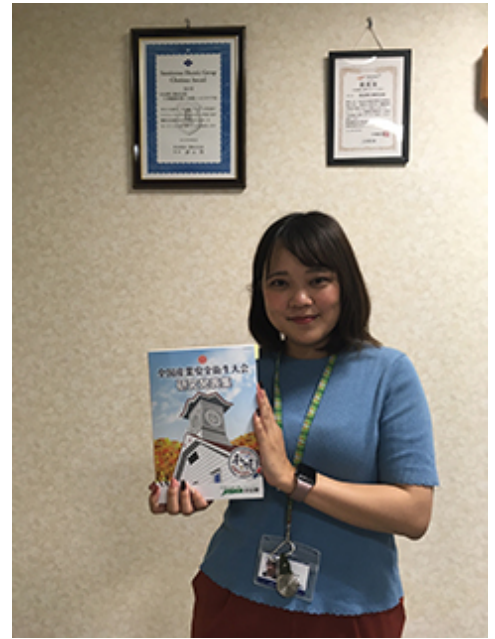
We also provide training support for our internal subcontractors.



Internal subcontractors' training

○ Communicating outcomes of Sumitomo Riko Group health improvement activities outside the Group

At events such as the National Industrial Safety and Health Convention and meetings of the Japan Society for Occupational Health, we present the outcomes of our various initiatives to maintain and improve the health of our employees, such as our passive smoking prevention measures and quit-smoking campaigns, our return-to-work program for people recovering from mental illness based on objective indicators, and our workplace improvement activities using stress check surveys.



Presentation at the 79th National Industrial Safety and Health Convention

○ Strengthening of collaboration between the company, labor union, and the Health Insurance Society

Currently, not only the company and the Health Insurance Society are working together to effectively implement health promotion, but also the company, the labor union, and the health insurance union are holding regular liaison meetings to strengthen cooperation among the three parties and engage in disease prevention and health promotion activities for employees.



Listening training for labor union officers at Saitama Plant

○ Social Contribution: Education of students of Health Care Nursing

Every year, we accept students of Health Care Nursing of nearby universities and conduct industrial nursing trainings. Providing places to learn about industrial nursing is one of Sumitomo's social contributions to neighboring communities. It also leads to the understanding of industrial nursing being disseminated through students.



Student Practice from the Department of Health Care Nursing

 **SUMITOMO RIKO Company Limited**

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Top > Diversity > Diversity Management

Diversity

Employees

Diversity Management



Commitment

Message from the Officer in Charge

The Sumitomo Riko Group Management Philosophy states, "We will foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality". We recognize the promotion of diversity as the foundation of our management and aim to create a workplace where "Everyone can demonstrate their abilities". Currently, about 80% of our employees work outside of Japan, and the importance of promoting and practicing diversity is becoming increasingly important.

Regarding the promotion of diversity, in 2015, the Diversity Committee was established as a subcommittee of the CSR Committee (currently the CSR Sustainability Committee). Since 2016, the Diversity Promotion Office (Diversity Promotion Section as of 2021) has been the exclusive organization for promoting diversity and gathering opinions not only from members directly involved in Group personnel affairs but also other business units with company-wide cross-sectional perspective.

Going forward, we will continue to engage proactively in the promotion of diversity, with the aim of fostering globally, across the Group a corporate culture that is accepting of every person's individuality, regardless of their race, ethnicity, nationality, religion, age, educational background, sex, gender identity, sexual orientation, or disability, in which every single person can flourish to their full potential and find reward in their work.

I appreciate our stakeholders' understanding and support of the Group's HR initiatives and commitment to diversity.



Hirohisa Maeda

Director and Senior Managing Executive Officer

Approach to Diversity Management

The Sumitomo Riko Group Management Philosophy proclaims, "We will foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality." The Group engages in

diversity promotion activities to create an environment in which people from diverse backgrounds can work with vigor and enthusiasm.



The Sumitomo Riko Group’s Diversity Logo

The establishment of a dedicated logo symbolizes the Sumitomo Riko Group’s efforts to promote diversity. This logo expresses our determination to unite in the creation of things of value through connections between people and links between diverse individuality, as a symbol of Sumitomo Riko’s active engagement in diversity.

Diversity Promotion Structure

At Sumitomo Riko, the Diversity Promotion Section develops diversity principles and measures throughout the company. Also, The Diversity Promotion Section is part of the Human Resources Department, and works together with the CSR Planning Office, Human Resources Development Department, Group HR Planning and Management Office, and other departments to establish specific systems and improve the internal environment.

Mid-term Vision, Results and Challenges for Diversity

Mid-term vision

At Sumitomo Riko, our vision is centered on three axes, and we aim to create a workplace where everyone can demonstrate their abilities.

Three axes

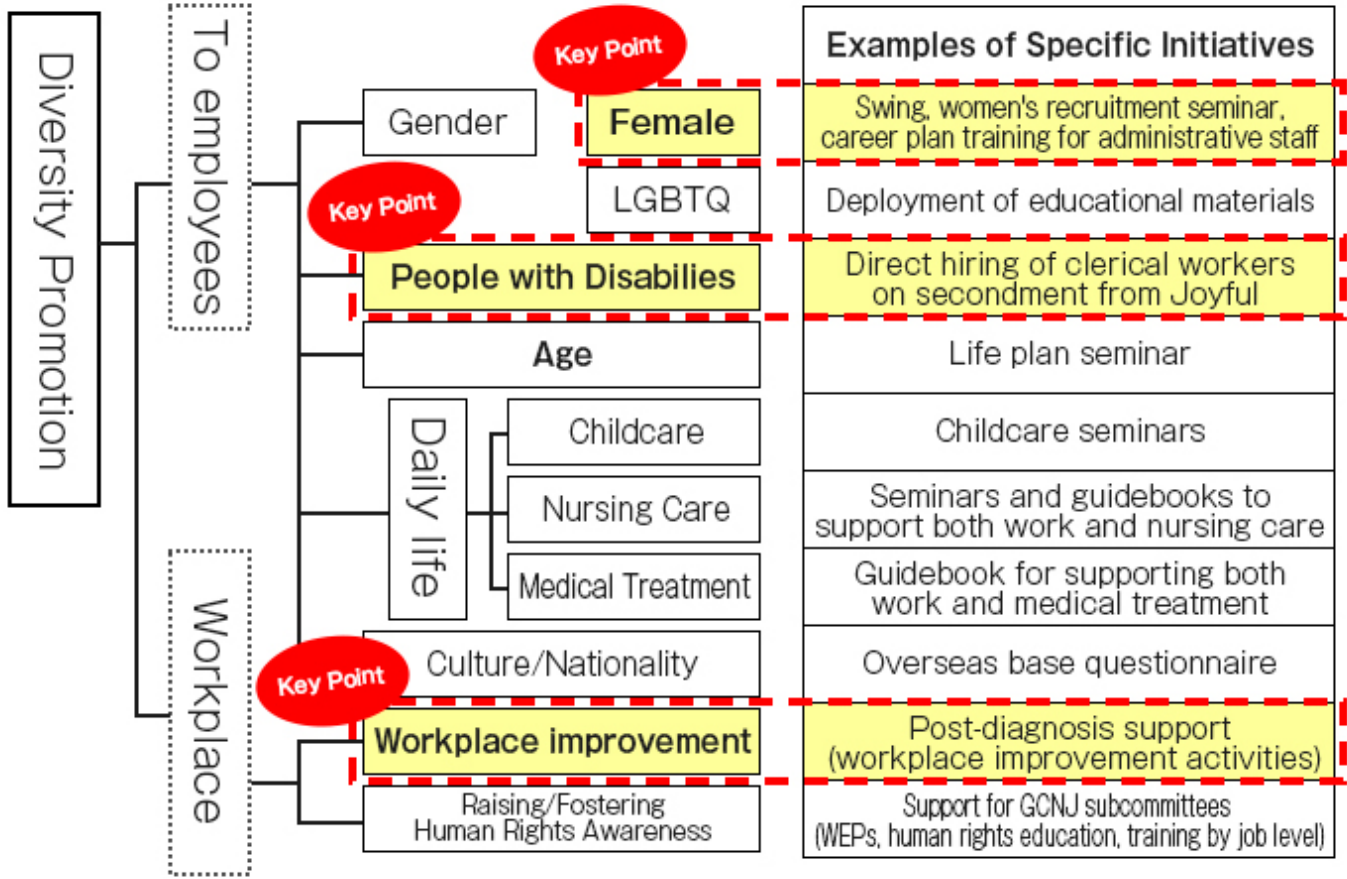
1. Empowerment of diverse people for success in work: Mindset reform toward independent success
2. Work style reform: Establish comfortable workplace environments for all employees of all kinds
3. Mindset reform and cultivation of corporate culture: Deepen understanding in workplaces, invigorate individuals

FY2019	FY2020	FY2021	FY2022
<p>Activities attuned to the needs of society and employees</p> <p>Careful review of the current situation of promotion activities and implementation of improvements</p>	<p>Inculcation of a corporate culture that respects diversity throughout the Group worldwide (Diversity as a matter of course)</p>	<p>Realization of diversity & inclusion throughout the Group worldwide</p>	<p>Enhancement of diversity & inclusion throughout the Group worldwide</p> <p>Achievement of 2022V</p>

Key diversity challenges and outcomes in FY2020

Theme	Key Diversity Challenges in FY2019	FY2020 Actual		
Empowerment of diverse people for success in work	Women account for 30% of all new recruits	- 23.6% (March 2021).		
	Promote employment of people with disabilities (legally prescribed minimum employment rate: 2.30%)	<ul style="list-style-type: none"> - 2.49% (March 2021, Applied for 3 Special Subsidiary companies). Target achieved - Started accepting two temporarily assigned employees from special-purpose subsidiary, SumiRiko Joyful 		
Work style reform	Clarify and analyze actual situation to create comfortable workplace environments	<ul style="list-style-type: none"> - Conducted in-house stress check, Iki-Iki Shindan - Promoted workplace improvement activities based on outcomes of group analysis 		
	Examine and improve current reforms of systems	Implemented fixed-point observation of in-house programs		
	Strengthen support programs for employees balancing work with parenting or nursing care responsibilities	Nursing care	<ul style="list-style-type: none"> - Established direct help line offering free advice from external experts (Number of calls received in FY2020: 2) - Conducted seminars on balancing work and family responsibilities by video distribution 	
		Parenting	<ul style="list-style-type: none"> - Conducted an online tour of an on-site daycare center for employees on parenting leave 	
Mindset reform and cultivation of corporate culture	Strengthening of information dissemination capabilities	<ul style="list-style-type: none"> - Dissemination of information through the company newsletter "Mitsukumi" - Sending out Diversity Newsletters - Update the latest information on the company website "G.Portal" 		
	Awareness-raising activities through various training programs	<ul style="list-style-type: none"> - Included diversity training in all position-specific training programs. - Holding the first online Sumitomo Electric Group Women's Forum 		
	Certification schemes	<ul style="list-style-type: none"> - Made use of Tomonin nursing care support scheme - Took Nadeshiko Brand challenge 		

○ Key diversity challenges in FY2021





Top > Diversity > Initiatives for Diversity Promotion

Diversity

Employees

Initiatives for Diversity Promotion



General Employer Action Plan

We have established and published our General Employer Action Plan and are conducting various activities to achieve that plan.

1. Plan period	April 1, 2019 to March 31, 2023
2. Quantitative targets	<p>1) Correction of long working hours, improvement of the workplace culture that makes it difficult to take paid holidays Target: Maintain a paid holiday utilization rate of at least 65% and aim higher</p> <p>2) Enrichment of systems to help employees balance work and childcare or work and nursing care, and promotion of activities to raise awareness and enhance understanding among employees Target: Thorough provision of information to employees who require information and their superiors</p> <p>3) Expansion of recruitment of women and retention of female employees Target: Achieve a proportion of women to all recruits of at least 30% and improve the environment so that female employees can continue to work with peace of mind</p>
3. Plan Details	Refer to the Ministry of Health, Labour and Welfare website.(in Japanese)

Respect for Diversity

○ Work with colleagues from all walks of life

Sumitomo Riko Group is actively working to create a corporate culture in which everyone can play an active and rewarding role, regardless of gender, nationality, or hiring route. Women, foreigners, and mid-career recruits are hired and promoted to management positions based on a comprehensive assessment of their abilities and aptitudes, regardless of their attributes. With regard to women, we consider the fact that there is a gender gap in the percentage of female employees and managers to be an issue. For this reason, we have set specific targets and are working to resolve these issues.

○ Support of female career development

SWING, the Sumitomo Electric Group's networking forum for female employees

SWING provides opportunities for female employees of the Sumitomo Electric Group to improve skills across company boundaries and encourage network building for the purpose of nurturing female employees, contributing to their skill development, and supporting the advancement of women at Group companies. Currently, HR Department employees of Sumitomo Electric Industries, Sumitomo Wiring Systems, Nissin Electric, and Sumitomo Riko serve as the secretariat for SWING. The SWING* Forum for Women in General Office Work (Clerical Work) bringing together female employees of the Sumitomo Electric Group has been held on a continuous basis since fiscal 2017. In FY2020, we took on the challenge of hosting the event online for the first time and continued networking under the Corona pandemic.



※ SWING: Abbreviation of the
"SEG(Sumitomo Electric Group) Women's Innovative Networking Group"

Ratio of female managers

The ratio of female managers at Sumitomo Riko was 1.1%(eight managers) as of the end of fiscal 2020. Setting a target of 30 female managers in 2022, we are undertaking a variety of measures in areas that include recruitment, training, and programs. In overall recruitment, our target is for women to account for 30% or more of total recruits. We are also expanding measures to support parenting and nursing care so that female employees can continue to work with peace of mind. Furthermore, we are offering networking opportunities internally and externally as well as proceeding the introduction of an internal mentoring system.

FY	2018	2019	2020	2022(target)
Sumitomo Riko	7	7	8	30
	1.12%	1.00%	1.10%	
Global (including consolidated companies)	37	42	45	10.0%
	7.0%	10.8%	10.4%	

* Refers to number of women in managerial positions at Sumitomo Riko and in positions of general manager level and above worldwide.

○ Appointment of foreign employees

Approximately 80% of the Group's employees work overseas. Therefore, we do not make any particular distinction between non-Japanese and Japanese employees. At our overseas bases, we are always striving to foster local staff who will be able to become the chief of the base in the future, and we are constantly conscious of the need to localize our main operations. On the other hand, in Japan, we are consistently hiring people with high aspirations and a strong desire to work for our group, regardless of their nationality, and the field of their activities is expanding day by day.

Related information : [▶ Sumitomo Riko Business at a Glance "Breakdown of Employees by Region"](#)

○ Appointment of mid-career recruits

Sumitomo Riko welcomes a certain number of mid-career recruits every year in the hope that they will bring new perspectives, views, and innovations to the company. On top of that, we also promote the direct hiring of temporary employees with proven work experience (promotion to employees), and provide opportunities for them to fully demonstrate their practical abilities and play an active role as immediate and core personnel, as part of our efforts to promote diversity.

After joining the company, those employees are evaluated and treated fairly and equitably, without distinction from new graduates, so that they can step up according to their abilities.

Related information : [▶ Data Related to Human Resources "Mid-Career Recruitment Rate"](#)

○ Promotion of employment of people with disabilities

SumiRiko Joyful, a special-purpose subsidiary

Sumitomo Riko hires people with disabilities to work in various departments. Based on the understanding of the workplaces, jobs are assigned corresponding to the person's aptitude.

We established a special-purpose subsidiary, SumiRiko Joyful, in November 2013 to facilitate employment of people with disabilities and for social contributions. The range of work has expanded with each successive year to include collection and delivery of internal mail, management of the document archive, printing, document digitization, and cleaning. They are engaged in work suited to their personalities. We will endeavor to secure employment of more people with disabilities by expanding the scope of the work.

Since fiscal 2019, two employees have been seconded to Sumitomo Riko Global Headquarters and one to the Komaki Plant, where they are working together in the same environment. In addition, in recognition of our achievements over the years in achieving the legally mandated employment ratio and promoting the employment of people with disabilities together with our special subsidiary, we received the Director's Effort Award from the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (JEED) in 2020.



Printing work



Temporary assignees to Sumitomo Riko Global HQ



Director's Effort Award from JEED

Change in the percentage of employees with disabilities

FY	2018	2019	2020
Percentage of employees with disabilities (as of March 31)	2.26%	2.29%	2.49%

* The percentage of employees with disabilities is calculated for the Group (Sumitomo Riko, SumiRiko Joyful, SumiRiko Creates).

○ Internal diversity training

Based on the conviction that human resources development is at the heart of every successful business strategy, we offer a range of education and training programs, including basic and periodic training, position-specific training, and needs-based training. In fiscal 2020, we continued to conduct diversity training as part of the job level-based training program, and tried various approaches according to the target participants, such as basic knowledge of diversity, approaches taken by Sumitomo Riko, and improvement of specific action levels based on case studies.



* For Sumitomo Riko and Group companies

Certification and Registration Achievements

Sumitomo Riko participates in a variety of certification and registration schemes with a view to reforming our employees' mindset and fostering a corporate culture of diversity. We use these schemes not only to promote our commitment to the outside world, but also to confirm our position in our industry and to consider our future directions and actions.

○ Company committed to women's participation and advancement in the workplace: Eruboshi (two stars: Level 2)



Sumitomo Riko received the two-star Level 2 certification in March 2017 as a company that promotes women's participation and advancement in the workplace. We are aiming to receive the three-star Level 3 certification by meeting the one remaining criteria in the area of recruitment.

○ Company that supports childcare: Kurumin



In March 2016, we received certification as a company that supports employees with children.

○ Company committed to achieving work-life balance: Aichi Family Friendly Company

We have been registered with Aichi Prefecture as a company that strives to realize a good work-life balance. In 2009, Sumitomo Riko received a commendation from the governor of Aichi Prefecture as a company undertaking outstanding efforts that serve as a model for others, such as the establishment of



on-site childcare facilities.

Related information : ▶ [Family-Friendly Company good practices case study \(Sumitomo Riko \[formerly Tokai Rubber Industries\], in Japanese\)](#) 

- Company committed to supporting a balance between work and nursing care: Tomonin



Since fiscal 2019, as a company committed to developing a workplace environment in which employees can balance work and nursing care, Sumitomo Riko has disclosed its initiatives on the Ryouritsu Shien no Hiroba (support for balancing work and nursing care) website of the Ministry of Health, Labour and Welfare. We continue to further pursue the development of such environments.

 **SUMITOMO RIKO Company Limited**

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Diversity

Customers, Employees

Programs and Systems for the Creation of a Comfortable Working Environment



Internal Employment Support Programs

Sumitomo Riko has instituted a number of support programs and schemes to enable each employee to achieve a good work-life balance with peace of mind and give them a comfortable working environment. These programs and schemes are available not only for traditional reasons such as parenting and nursing care responsibilities. They are very extensive, taking into consideration the diverse circumstances of our employees today.



On-site Daycare Center, "Koala Pokke" (on Komaki Plant premises)

Examples

[Parenting/Nursing care]

Establishment of on-site childcare facilities, introduction of Work-from-Home scheme, extension of coverage of Shortened Working Hours scheme, Introduction of Shorter-Hours Flextime scheme, establishment of direct help line for free advice about nursing care from external experts

[Other]

Re-employment scheme for employees who have left the company, "Birthday Leave", "Refresh Leave" whereby employees can take up to five consecutive days of leave depending on their years of service at Sumitomo Riko, "Volunteer Leave" used for volunteer activities

○ Outline of support programs for parenting and nursing care

Parenting

Program	Outline	FY 2018	FY 2019	FY 2020
On-site Daycare Center	Koala Pokke, located on site at the Komaki Plant, accepts children ranging from infants to those who are not yet at elementary school.	27	28	27
Parenting Leave	Maternity leave can be taken from 6 weeks prior to the expected birth date until 8 weeks after giving birth. Parenting leave can be taken upon completion of maternity leave until the day before the child's second birthday.	19	59	62 (Female 52, Male 10)
Shortened Working Hours and Shorter-Hours Flextime	Working hours can be shortened by up to two hours per day. In fiscal 2018, availability of this scheme was expanded from children under three years of age to the period until the day before the child enters third grade at elementary school. Flextime was also introduced the same year.	20	44	43
Parenting Flextime	Employees with a child who has not completed elementary school education can set their own start and finish times at will. The use of this scheme can be changed flexibly at one-month intervals.	76	99	96
Child Sick Leave	Special leave for looking after a child who has not reached elementary school age and is injured or ill. Eligible employees can take up to five days per year.	16	22	10
Childcare Holiday	Employees with a child under one year of age can take up to five successive business days off.	36	50	43

Support for nursing care (available for employees with a family member certified nursing care need)

Program	Outline	FY 2018	FY 2019	FY 2020
Nursing Care Leave	Up to 365 days nursing care leave can be taken per event	1	5	6
Shortened Working Hours and Shorter-Hours Flextime	Working hours can be shortened by up to two hours per day	1	5	1
Short-term Family Care Holiday	Up to five days per year can be taken by employees caring for one family member or up to 10 days per year if caring for two or more family members. (Can be taken in half-day increments)	6	10	6
Nursing Care Flextime	Employees can set their own start and finish times at will. The use of this scheme can be changed flexibly at two-month intervals.	4	6	4

Program	Outline	FY 2018	FY 2019	FY 2020
Use of Expert Advice Help Line	Employees can seek advice by e-mail or telephone, 24 hours a day, 7 days a week. Available to employees and their families from anywhere in Japan.	-	8	2

Toward Even More Comfortable Workplaces

Sumitomo Riko was no exception in the major impacts it felt from the global COVID-19 pandemic that began in early spring of 2020. Under these circumstances, we took action to expand our Work-from-Home and flextime schemes (scrapping the prerequisite of parenting and/or nursing care commitments), and we have recognized this situation as an opportunity in which all employees have been forced to re-examine the way in which they work.

Until now, we have envisaged a variety of events, but we do not know when a situation that goes beyond anything we have envisaged will occur. For this reason, in our aim to provide even more comfortable working environments and, as a result, create a world in which everybody can work and live with vitality, we will continue to make improvements with a determination not to regress into old habits.



SUMITOMO RIKO Company Limited

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Human Resources

Customers, Employees

Initiatives for Human Resources



Sumitomo Riko Group is promoting various human resource-related initiatives based on the policy of improving employee motivation and maximizing their abilities through free and open communication. (For more information about diversity and comfortable workplaces, click [here](#).)

Personnel and Staffing Systems

One of the characteristics of our "Personnel System" is the concept that "In addition to results, we also evaluate the improvement of skills and the maturation of business capabilities through experience as important values, in other words, we do not only evaluate people based on their results, but also emphasize their experience and capabilities". The history of new leaps forward will be born from the continuous challenge of each and every employee of the Sumitomo Riko Group to achieve their goals. Keeping in mind the concept of "Creating a corporate culture full of challenging spirit", we consider our "Personal System" as follows;

1. Create an environment in which diverse human resources can play active roles, and in which each individual is attracted and motivated to take on new challenges.
2. Develop human resources who have character and knowledge appropriate for employees of the Sumitomo Riko Group, who can play active roles on a global scale, and who are equipped with advanced technology, skills, knowledge, and a high level of insight.
3. Realize the practice of free and vigorous actions through close communication.

○ Key Points of the Personnel System

Goal achievement and career support based on daily communication and trust between supervisors and subordinates

○ Basic Policy of the Personnel System

With an emphasis on "Fairness" and "Acceptability," the following are our basic policies for the operation of the system.

Activation of Communication

The system will be operated with good communication between supervisors and subordinates.

→ 100% implementation of review and feedback

Ensure transparency of Personnel and Staffing Systems

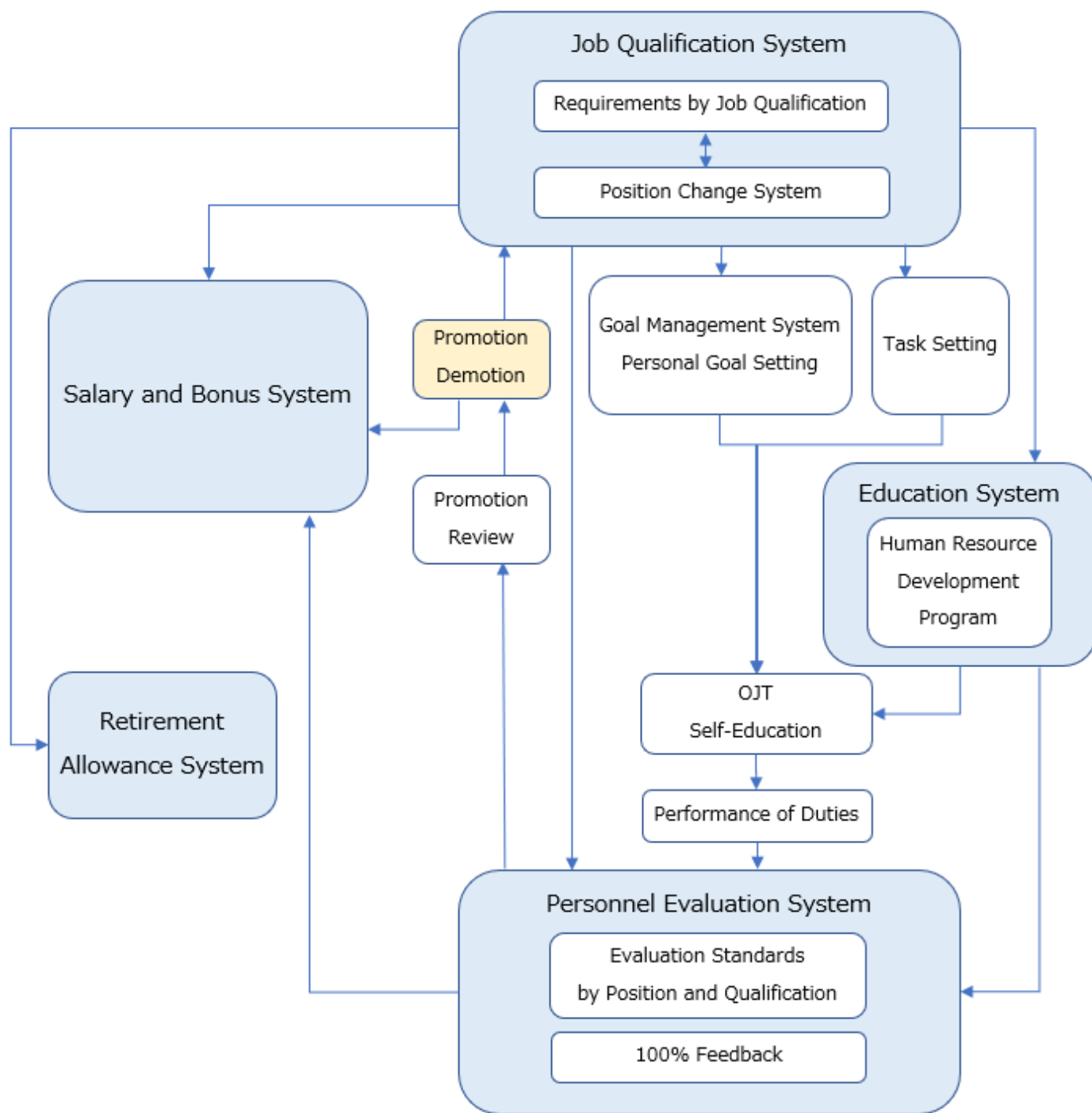
Open up the personnel system, so that supervisors and subordinates can operate it with the same understanding.

→ Disclose the structure and operation of the personnel system.

○ The Foundation of Personnel and Staffing Systems

The core of our personnel systems are the "Job Qualification System," "Personnel Evaluation System," "Salary and Bonus System," "Education System," and "Retirement Allowance System," each of which functions in correlation with the others. The following table shows the relationship between the various personnel systems.

Personnel System Chart Diagram



○ Data Related to Human Resources

Number of Employees (FY2020)

	Number of Employees	Number of Temporary Employees	Temporary Staffing, etc.	Total Number of Employees
Domestic Total (persons)	5,315	1,006	1,222	7,543

	Number of Employees	Number of Temporary Employees	Temporary Staffing, etc.	Total Number of Employees
Overseas Total (persons)	20,481	640	2,579	23,700
Sumitomo Riko Group Total (persons)	25,796	1,646	3,801	31,243

Employee Composition by Age Group (FY2020)

	Male	Female	Total
Under 30 years old (persons)	562	159	721
30 to 50 years old (persons)	1,907	400	2,307
51 years old or older (persons)	698	39	737
Total (persons)	3,167	598	3,765

※Figures are for regular employees of Sumitomo Riko (including those seconded to other companies).

New Hires and Leavers

	FY 2018	FY 2019	2FY 2020
Number of New Hires (persons)	182	429	120
Percentage of New Hires (%)	5.20	11.34	3.19
Number of Job Leavers (persons)	66	97	81
Percentage of Job Leavers (%)	1.88	2.56	2.15

※The figures are for Sumitomo Riko alone.

Mid-Career Recruitment Rate

	FY 2018	FY 2019	FY 2020
Mid-Career Recruitment Rate (%)	47	32	21

※The figures are for Sumitomo Riko alone.

Human Resources Development

Based on the concept that "There is no better business strategy than human resource development," Sumitomo Riko conducts basic and regular training, training by job level, and training by need to instill its basic philosophy in employees, improve their work skills, and foster logical thinking.

○ Human Resources Development Policies

We provide various training programs to a wide range of employees with the aim of fostering human resources who have the appropriate character and knowledge as employees of the Group and can play active roles globally.

Training System for Managerial and Career-track Positions

Job System		Managerial Positions	Career-Track Positions
Basic and Regular	Basic Training for all Employees (Management Philosophy and S · E · C-Q)		
	Basic Training for New Career Employees		
	Group/Global Compliance Training		
By Job Level	Promotion Enrollment	Advanced Management School Management School Managerial Personnel Training for Promoted Employees Policy Management / Goal Management Training Evaluator Training Appraiser Training	Training for Employees Promoted to Higher Positions Training for 3rd-year Employees Entering Company • New Employee Training • Basic Training for New Employees • Pre-Assignment Training • Follow-up (6 months)
	Global	Overseas Pre-Assignment Training, Pre-Assignment Briefings Private Language Lessons Trainee System (Overseas Training)	
	SEC-Q Specialized	OJT Trainers' Training SQC Business Course Quality Core Human Resource Development Course SQC Basic Beginner	

	Training *1	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> MONOZUKURI Infrastructure (Safety, Quality and Manufacturing) Enhancement Training </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Staff (On-Site KAIZEN, Cost) Training </div>
	F Training ※ 2	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> F Training </div>
	Re-do ZERO ※3	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> Re-do ZERO Manager </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> Re-do ZERO Visualization </div> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Re-do ZERO Recurrence Prevention </div>
By Needs	Specialized Knowledge	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; width: 45%;"> Multivariate Analysis </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; width: 45%;"> Rubber Technology Introductory Course </div> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Basic Quality Engineering </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> FMEA </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 10px;"> Intellectual Property Course (Advanced) </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Intellectual Property Course (Beginner, Research, Intermediate) </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Internal Control Training </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Legal Training Seminar, Competition Law / Anti-Bribery Training </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Process Flow Course, Post-Replenishment Production and Tact Time Course </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> IT Utilization Seminar 1 (IT Services), IT Utilization Seminar 2 (Office Systems), Information Security </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 10px;"> Safety & Health Legal Training, Safety & Health Seminar </div>
Health Care		<div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> Training on Mental Health, Physical Health, etc. </div>
Self-Education		<div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center;"> Correspondence Courses </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; text-align: center; margin-top: 5px;"> Language Education Programs </div>

Training System for Technical and Administrative Positions

Job Systems		Technical Positions	Administrative Positions
Basic and Regular		Basic Training for all Employees (Management Philosophy and S · E · C-Q)	
		Basic Training for New Career Employees	
		Group/Global Compliance Training	
By Job Level	Promotion Enrollment	Training for Promoted Employees Entering Company New Employee Training Follow-Up Training (6 months / 3 years)	Enrollment Training by Grade Entering Company New Employee Training Follow-Up Training (6 months / 3 years)
	Global	Overseas Pre-Assignment Training, Pre-Assignment Briefings, Private Language Lessons	
	SEC-Q Specialized Training *1	Plant Managers Meeting Plant Manager Training Special Training before Assuming Post of Manager Training for Newly Appointed Managers Plant Manager Development Training MONOZUKURI School Basic Training MONOZUKURI School Application training MONOZUKURI Infrastructure (Safety, Quality and Manufacturing) Enhancement Training MONOZUKURI Infrastructure (Safety, Quality and Manufacturing)	

		Enhancement Training, the 2nd STEP	
	F Training ※2	F Training	
	Re-do ZERO ※3		Re-do ZERO Visualization Recurrence Prevention
By Needs	Specialized Knowledge	QC Test Level 3 training	Maintenance Intermediate Training
			Maintenance Beginner's Training
		Legal Training Seminar, Competition Law / Anti-Bribery Training	
		Process Flow Course, Post-Replenishment Production and Tact Time Course	
		IT Utilization Seminar Series, Information Security	
		Safety & Health Legal Training, Safety & Health Seminar	
Health Care		Training on Mental Health, Physical Health, etc.	
Self-Education		Correspondence Courses	
		Language Education Programs	

※1 SEC-Q: To acquire expertise in S (safety), E (environment), C (compliance), Q (quality).

※2 F Training: Abbreviation for Foreman Training, in which participants leave their workplaces for 16 weeks to work on improvement themes to develop their ability to grasp facts and practice improvement, and to acquire improvement methods.

※3 Re-Do ZERO: Acquire a way of thinking that emphasizes "Set-up" to improve work quality and efficiency.

○ Key Points of Activities for Fiscal 2020

In fiscal 2020, we implemented a new training system for career-track employees by job level, and introduced a program to improve "Problem-Solving" and "Communication Skills" based on "Logical Thinking". In cooperation with workplaces, we aim to develop employees(new graduates) into full-fledged

employees within three years of joining the company. We are implementing trainer training to enhance on-the-job training, and at workplaces, we are continuing regular dialogues with trainers and supervisors throughout the company.

In addition, in order to strengthen the penetration of the company's policies and philosophies, e-learning training was conducted for the first time for administrative staff. As for technical position employees, we have repeatedly provided detailed training to not only those who have been promoted but also a wide range of enrolled personnel.

For the development of management executives, we have continued to implement the "Management School (since FY2013)" (for department managers) and the "Advanced Management School (since 2017)" (for executive officers). For managers (technical position personnel), we have started training for prospective managers, such as training before becoming a team leader, and also conducted regular follow-up training on communication and policy management for after assuming the position of manager.

○ Turning COVID-19 into a New Style Training Opportunity

In order to prevent the spread of COVID-19, we were forced to postpone our training programs for the first half of fiscal 2020. However, we took this opportunity to seek a new training style to provide education that better matches our needs in an optimal state, and reviewed our training operations, including decentralized and remote training, video distribution, and e-learning, to ensure and improve training quality. Going forward, we will continue to provide timely and appropriate educational programs to overcome changes in the business environment and develop human resources who can beat the competition.



○ Number of Participants in Human Resources Training Programs (FY2020)

Program Name	Basic and Regular Training	Training by Job Level	Training by Needs	Total
Number of Participants (persons)	31	1,147	57	1,235

※Target: Sumitomo Riko and domestic group companies

※To prevent COVID-19 infection, some face-to-face training programs (life plan seminars and TOEIC examinations) have been cancelled.

Good Labor-Management Relations

At Sumitomo Riko, in 1987, the company and the labor union concluded the "Labor-Management Declaration," declaring the company's prosperity and the improvement of the stability of people's lives through mutual trust and cooperation between labor and management. Under the spirit of this Labor-Management Declaration, we have established labor-management committees for working hours, wages, safety and health, and welfare, and have been promoting improvements in various systems and treatment. In the event of business restructuring, etc., we will take sufficient time to explain and discuss the situation. Almost all employees (excluding contract employees, fixed-term employees, and temporary employees) of Sumitomo Riko, except for Managerial position personnel, are members of the labor union. We aim to build even stronger labor-management relations in the future.

○ Number of Sumitomo Riko Labor Union members

	FY 2018	FY 2019	FY 2020
Number of union members / Total number of employees	2,827 / 3,503	3,080 / 3,784	3,102 / 3,765

※The above figures are for regular employees of Sumitomo Riko (including those seconded to other companies, as of the end of each fiscal year).

※Labor unions belong to the All Japan Federation of Rubber Workers Unions, etc.





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Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Environmental Management

Commitment

Message from the Officer in Charge

In recent years, there have been various global environmental issues such as climate change due to global warming, marine plastic waste problems caused by illegal dumping of waste, and increasing water risks due to population growth and natural disasters, and efforts to realize a sustainable society are becoming more and more important. In particular, with regard to carbon dioxide emissions, which are a major cause of climate change, the movement toward the realization of a decarbonized society is spreading rapidly around the world, and many countries and companies have declared themselves "Carbon Neutral by 2050". The Sumitomo Riko Group is also addressing global environmental issues as a matter of urgent importance, and has started environmental conservation activities toward "Carbon Neutrality by 2050," in addition to achieving the environmental target, which is one of the non-financial targets in the 2022 Vision.

As the officer in charge, I will lead the global environmental conservation activities of the Sumitomo Riko Group, contribute to the creation of a safe, secure, and comfortable global environment, and strive to make a company that is trusted by all stakeholders. I would like to ask for your continued support in these endeavors.



Shinichi Waku

Director and Managing Executive Officer

Approach to Environmental Activities

The Sumitomo Riko Group is united in its efforts to become a "Global Excellent Manufacturing Company". In keeping with "We will strive to protect the global environment and to contribute to creating better communities," a commitment articulated in the Sumitomo Riko Group Management Philosophy, we have declared our desire to be a company that contributes to the environment both globally and locally.

To put this commitment in the management philosophy into practice, we have developed an environmental management system and worked to reduce environmental impacts and environmental risks in our business

activities. In addition, we have contributed to corporate value enhancement from an environmental perspective by actively pursuing development of environmentally friendly products and technologies that meet environmental regulations.

Furthermore, we declared our commitment to globally engage in more environmentally focused business activities, making "a corporation that contributes to safety, comfort, and the environment for people, society, and the earth" the slogan for Sumitomo Riko Group Vision (2022V), a mid-term management vision formulated in accordance with changes in the business environment in which the Group operates.

○ Environmental policy

Basic policy

The Sumitomo Riko Group intends to do business always with natural environment preservation in mind sticking to social expectation and rules, and carry out all the activities from product development, design, procurement, sales to waste disposal under the principles of "MOTTAINAI" and "OMOIYARI." Sumitomo Riko also aims to formulate sustainable society contributing to global environment preservation under the spirit of social contribution.

Action guideline

1. Make the environmental preservation deep rooted activities in corporate culture and encourage all employees to participate.
2. Encourage the entire Sumitomo Riko group to be involved in the preservation activities.
3. Develop Sumitomo Riko's own improvement plan besides complying with environment related regulations imposed by national and municipal governments to lower environmental load.
4. Establish target and goals for environmental protection and carry them out systematically and continuously.
5. Make efforts to develop products and a production system with low environmental loads and push forward with more active environmental protection activities.
6. Disclose environment related information and promote opinion exchange in local community and society.

Environmental Management Structure

○ Establishment of environmental management systems (ISO14001 certification)

The Sumitomo Riko Group is engaged in ongoing environment improvement activities by building and operating an environmental management system based on ISO14001, the international standard for environmental management systems, at our production sites in Japan and overseas. 11 sites in Japan and 40 sites overseas are now ISO 14001-certified, accounting for 99% of sales of the Group as a whole. (For the list of ISO14001-certified sites, click [▶ here.](#))

○ Environmental management organization

Regarding the environmental conservation activities of Sumitomo Riko Group, the CSR Sustainability Committee deliberates and approves the policies and environmental activities of all the group companies.



Mid-term Vision for Environmental Activities

Regarding global environmental issues, the Paris Agreement, an international framework for climate change countermeasures, calls for activities to reduce greenhouse gases not only by countries but also companies. In 2015, the United Nations General Assembly adopted the Sustainable Development Goals (SDGs), and companies are urged to act at its own initiative to address a range of issues including human rights and safety, in addition to the environment.

In 2022V, our mid-term management vision, we aim for steady growth of the Company until 2022 to pave the way for dramatic growth leading up to 2029 and have revised our environmental targets. We will actively work to reduce waste emissions and other environmental impacts, with a particular focus on CO₂ reduction, and to reduce other environmental risks.

We have established the following mid-term environmental targets for fiscal 2022 as well as for fiscal 2020, and are promoting them globally. As for the progress in fiscal 2020, we achieved the targets for waste reduction, but fell short of the target for CO₂ reduction.

Mid-term Environmental Targets (2022V) and Targets and Progress in FY2020

Items	Target (2022V)	FY2020		Evaluation
		Target	Progress	
CO₂ reduction	8% reduction (compared with the emission intensity in fiscal 2017)	4.8% reduction	0.2% increase	Poor

Items	Target (2022V)	FY2020		Evaluation
		Target	Progress	
Waste reduction (Excluding valuable resources)	5% reduction (compared with the emission intensity in fiscal 2017)	3.0% reduction	7.1% reduction	Good

※Water risk, which had been one of the targets, was judged to be no short-term risk based on the progress in recycling of wastewater and risk analysis, and was excluded from the 2022V targets.

Environmental Impacts in FY2020

Results and plans for environmental material issues

Issue	FY2020 target and result		FY2021 target and plan	
Reduction of CO₂ emissions	Target	4.8% reduction of emission intensity compared with FY2017 3.0% reduction of total emissions compared with FY2017	Target	6.4% reduction of emission intensity compared with FY2017 4.0% reduction of total emissions compared with FY2017
	Result	0.2% increase of emission intensity: Target not achieved 14.3% reduction of total emissions: Target achieved	Plan	Implement the reduction theme without fail and achieve greater reduction through energy-saving diagnostics
Reduction of waste (Excluding valuable resources) emissions	Target	3.0% reduction of emission intensity compared with FY2017 3.0% reduction of total emissions compared with FY2017	Target	4.0% reduction of emission intensity compared with FY2017 4.0% reduction of total emissions compared with FY2017
	Result	7.1% reduction of emission intensity: Target achieved 20.5% reduction of total emissions: Target achieved	Plan	Reduce defects, improve yield, and promote recycling waste into valuable resources
Waste recycling rate	Target	Recycling rate of 80% or more	Target	Recycling rate of 80% or more
	Result	The target was not reached at 77%	Plan	Continuous promotion of recycling
Reduction of VOC emissions	Target	Reduce emissions in Japan to the level below the results for FY2017	Target	Reduce emissions in Japan to the level below the results for FY2017
	Result	32.9% reduction: Target achieved	Plan	Continuous execution of the reduction plan
Chemical substance management	Target	Respond to new regulations and continue activities to reduce use of substances subject to control	Target	Respond to new regulations and continue activities to reduce use of substances subject to control

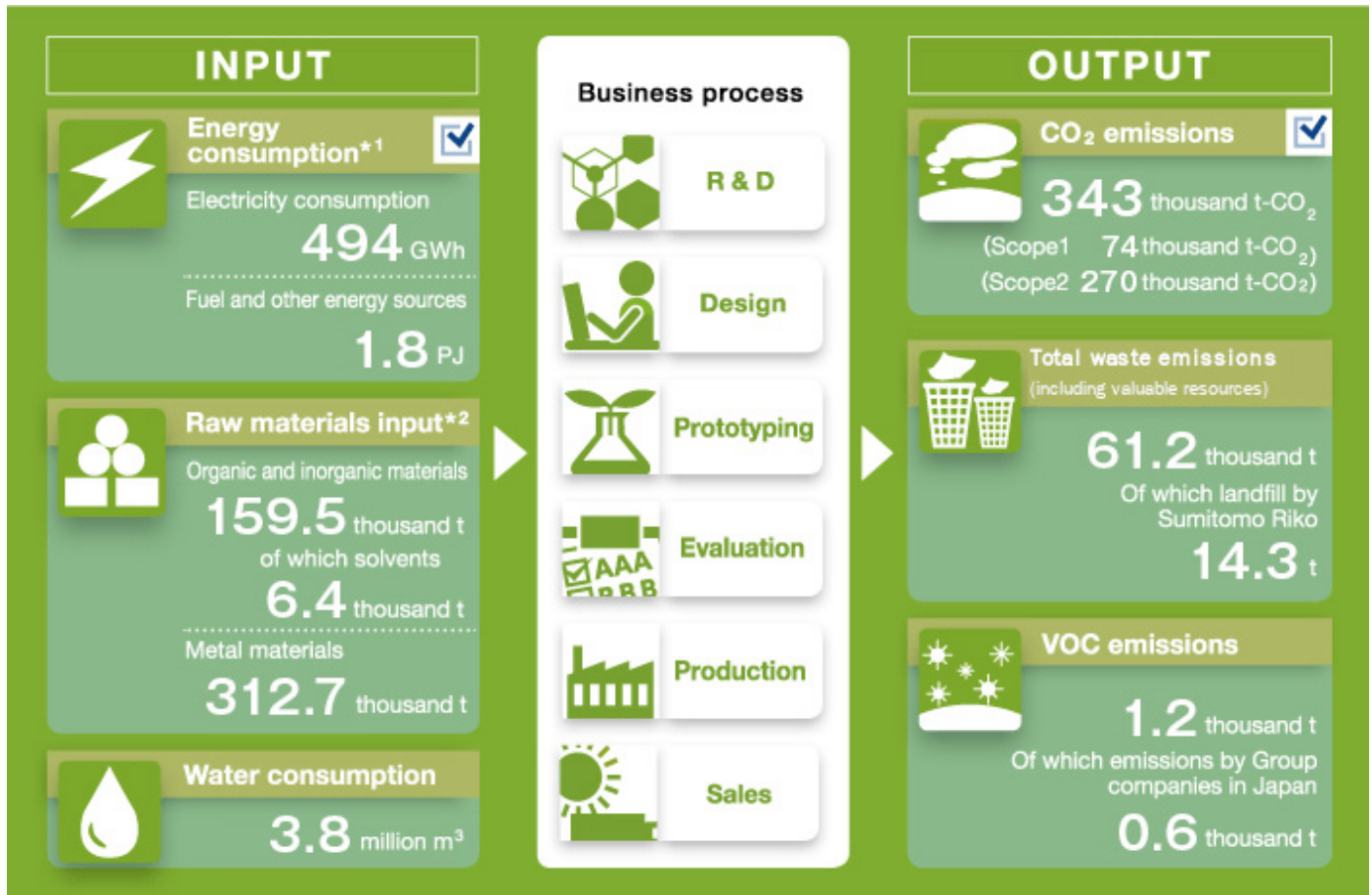
Issue	FY2020 target and result		FY2021 target and plan	
	Result	Revise Chemical Substance Procurement Standards, respond to revised CSCL (Japan), continue to respond to EU REACH Regulation, respond to EU Waste Framework Directive, and respond to the revised TSCA	Plan	Responded to revised CSCL (Japan), continued to respond to EU REACH Regulation, and responded to revised TSCA
Local environmental protection	Target	Implement countermeasures for exhaust, wastewater, odor, etc., for the benefit of communities, and consider and implement measures for purification of soil and groundwater in Japan	Target	Implement countermeasures for exhaust, wastewater, odor, etc., for the benefit of communities, and consider and implement measures for purification of soil and groundwater in Japan
	Result	Soil and groundwater purification in Japan is in progress. Installation of exhaust gas treatment equipment in China was implemented.	Plan	Maintain the effect of purification of soil and groundwater in Japan.

* The denominator used for calculation of the emission intensity of performance indicators is sales.

* Details of each issue are available on the related pages.

○ Sumitomo Riko Group's material balance

Items for which independent assurance was received are marked with .



*1 Scope of data on energy consumption: Sumitomo Riko, 8 Sumitomo Riko Group companies in Japan, and 43 Sumitomo Riko Group companies overseas

*2 Scope of data on raw materials input: Sumitomo Riko and principal consolidated subsidiaries.





Top > Environment > Climate Change Countermeasures

Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Climate Change Countermeasures



Initiatives to Reduce CO₂ Emissions at Our Business Sites

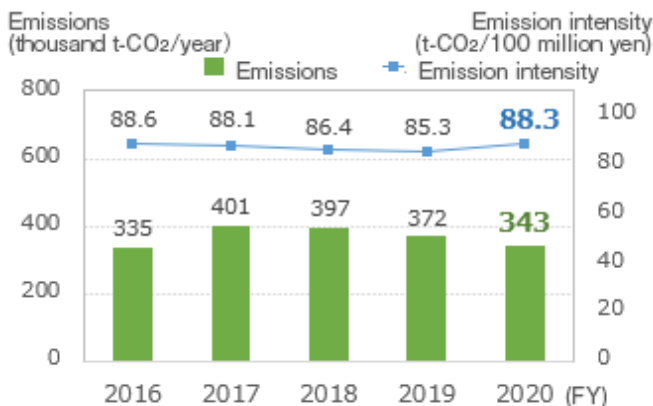
The Sumitomo Riko Group is working to reduce CO₂ emissions and energy consumption through introduction of high-efficiency production facilities, maintenance to prevent steam leakage, consolidation of production lines, and wider use of photovoltaic power generation as well as undergoing energy-saving diagnostics and making proposals for reduction of energy consumption.

CO₂ emissions (Sumitomo Riko Group)

CO₂ emissions of the Sumitomo Riko Group as a whole in fiscal 2020 decreased 14.3% compared with fiscal 2017. CO₂ emission intensity in fiscal 2020 was 0.2% increase compared to fiscal 2017.

CO₂ emissions (Sumitomo Riko Group)

Independent Assurance



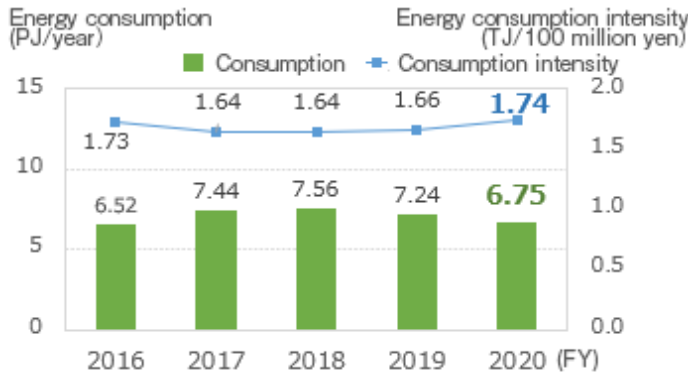
- *1 Data boundary in fiscal 2016: Sumitomo Riko, eight Sumitomo Riko Group companies in Japan, and 25 Sumitomo Riko Group companies overseas.
- *2 17 Sumitomo Riko Group companies overseas were added to the boundary of data aggregation from fiscal 2017.
- *3 The denominator of the emission intensity is net sales of companies within the scope of data aggregation (after elimination of intracompany transactions).
- *4 For CO₂ emission coefficients for electricity in fiscal 2020, coefficients by country for 2017 indicated in "CO₂Emissions From Fuel Combustion (2019 edition)" published by the International Energy Agency (IEA) are applied.
- *5 For CO₂ emission coefficients for non-electricity, coefficients indicated in "Greenhouse Gas Emissions Accounting and Reporting Manual (Ver. 4.3.2)" (June 2018) published by the Ministry of the Environment of Japan are applied.
- *6 Emission intensities are not covered by the third-party assurance.

Energy consumption (Sumitomo Riko Group)

Energy consumption of the Sumitomo Riko Group as a whole in fiscal 2020 fell by 9.3% compared with fiscal 2017.

Energy consumption (Sumitomo Riko Group)

Independent Assurance



*1 Data boundary in fiscal 2016: Sumitomo Riko, eight Sumitomo Riko Group companies in Japan, and 25 Sumitomo Riko Group companies overseas.

*2 17 Sumitomo Riko Group companies overseas were added to the boundary of data aggregation from fiscal 2017.

Example of reduction in CO₂ emissions

1.Introduction of photovoltaic power generation

Solar power generation is a typical renewable energy source that does not produce greenhouse gases, therefore, the Sumitomo Riko Group has been actively adopting this technology. In fiscal 2018, Tokai Rubber (Guangzhou) Co., Ltd. introduced 2,440 kW, and Tokai Rubber Auto-Parts India Pvt. (abbreviated as TRIN, India) introduced 365kW, and in fiscal 2019, Tokai Imperial Hydraulics India Pvt. (India) installed a new 700kW facility for solar power generation.



Solar panels installed on the roof, TRIN (India)

2.Introduction of Heat Recovery type Air Conditioners

In the rubber vulcanization process, a large amount of heat is contained in the exhaust gas. SumiRiko Poland Sp. z o.o. (abbreviated as SRK-P, Poland) has introduced a heat recovery air-conditioning system to reuse the exhaust heat from vulcanization waste gas for air-conditioning at the plant, which reduced energy consumption and CO₂ emissions.



Appearance of equipment SRK-P (Poland)

3.Energy-saving diagnostics

The Sumitomo Riko Group is working on energy-saving diagnostics in order to reduce CO₂ emissions at production processes. Until the previous fiscal year, we had asked outside experts to perform the diagnosis, but we are now training our employees to perform such diagnosis in-house, so that it can be carried out regularly and continuously. As a first step, we are working to build up diagnostic know-how in Sumitomo Riko for later deployment in the rest of the Group.



Energy-saving diagnostics, TRT(China)

Initiatives for CO₂ Reduction in Logistics

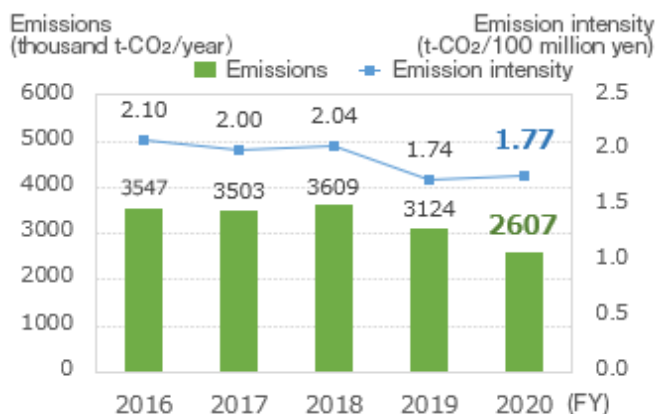
Promotion of modal shift and transportation efficiency

Sumitomo Riko is trying to reduce the environmental impact of logistics by reforming transportation methods (modal shift), consolidating cargo and using larger vehicles to make fewer deliveries than before (reduction of the number of deliveries), and other efficient transportation methods.

In fiscal 2020, there were concerns about a decrease in production volume due to the impact of the new coronavirus and a decrease in transportation efficiency of regular deliveries due to a decrease in transportation volume. However, thanks to efforts such as reducing the number of deliveries by optimizing the truck loading ratio, CO₂ emissions intensity remained almost unchanged from the previous year at 1.77 (t-CO₂/100 million yen), and the total amount of CO₂ emissions decreased to 2607 t-CO₂, down 16.5% from the previous year.

In addition, we have received the following awards in recognition of our efforts to reduce CO₂ emissions so far.

CO₂ emissions in logistics (Sumitomo Riko, non-consolidated)



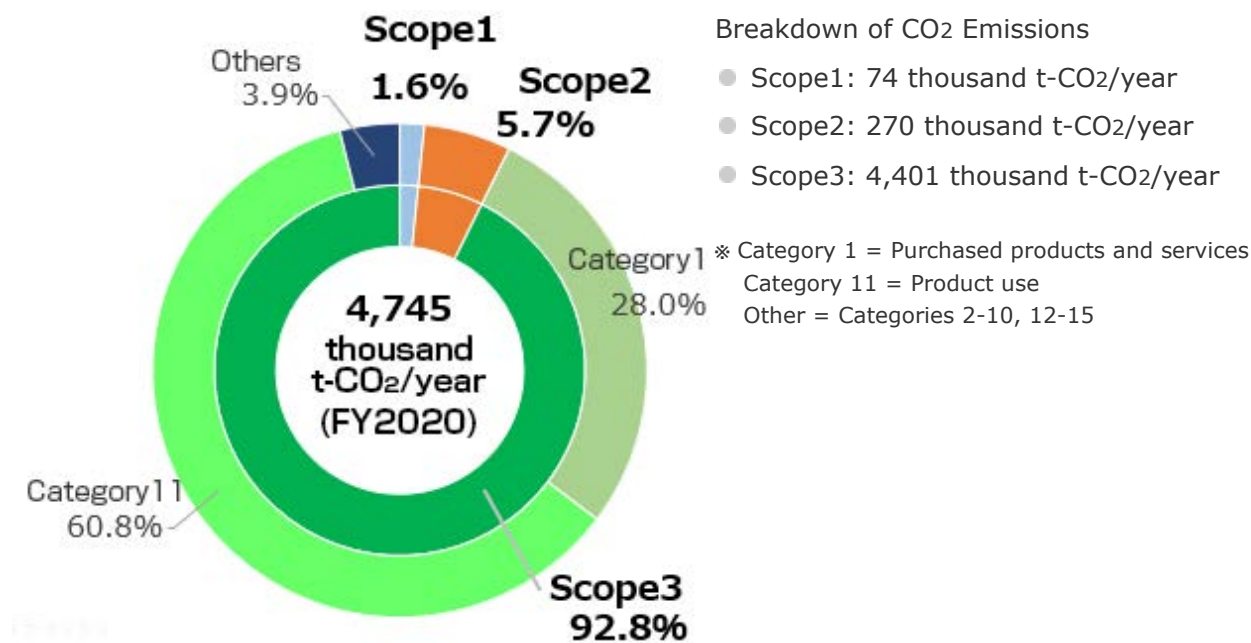
*1 Calculation standards for CO₂ emissions are based on the "Energy Conservation Act Guidebook for Shippers" edited by the Energy Efficiency Division of the Agency for Natural Resources and Energy and the "Greenhouse Gas Emissions Calculation and Reporting Manual" by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

*2 Sumitomo Riko's non-consolidated sales amount was used as a denominator for the calculation of emission intensity.

Breakdown of CO₂ Emissions in the Entire Supply Chain (Sumitomo Riko Group)

In order to achieve carbon neutrality by 2050, we recognize the importance of grasping not only the direct CO₂ emissions from our own business activities (Scope 1) and indirect emissions from the use of purchased electricity (Scope 2), but also the indirect emissions from the entire supply chain (Scope 3), such as emissions from the procurement of raw materials and the use and disposal of products sold, and working to reduce CO₂ emissions.

The Sumitomo Riko Group's overall supply chain CO₂ emissions in fiscal 2020 were 7.2% for Scope 1+2 and 92.8% for Scope 3. We will continue our efforts to reduce emissions, starting with those items that are expected to have the greatest reduction effect.



Obtaining SBT Certification

In April 2021, the greenhouse gas emission reduction targets of the Sumitomo Electric Group, including Sumitomo Riko, were certified by SBTi. The Group's greenhouse gas reduction target is to reduce Scope 1+2 by 30% by fiscal 2030 based on fiscal 2018 standards, and Scope 3 by 15% by fiscal 2030 based on fiscal 2018 standards. As a member of the Sumitomo Electric Group, Sumitomo Riko defines environmental conservation efforts to be one of the most important management issues, and will continue to work on environmental conservation through the provision of its products and services.

Future Issues and Responses

In fiscal 2021, the business unit promotion managers will lead activities to achieve the fiscal 2022 target (8% reduction of emission intensity compared to fiscal 2017).

The main contents of CO₂ reduction measures are as follows. We check the implementation status of reduction plans in each department and promote reduction activities.

1. Energy conservation activities: Activities to identify energy waste and reduce it by making improvements (e.g., effective use of energy conservation diagnoses)

2. Monozukuri Innovation: Activities to reduce CO2 emissions through the development of innovative technologies for production processes.

In fiscal 2021, we will continue with the above two measures, and in addition, the person in charge of promoting activities in the Business Unit will deploy highly effective reduction examples to effective sites, in an effort to strengthen the reduction activities of each Group company.





Top > Environment > Management of Chemical Substances

Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Management of Chemical Substances

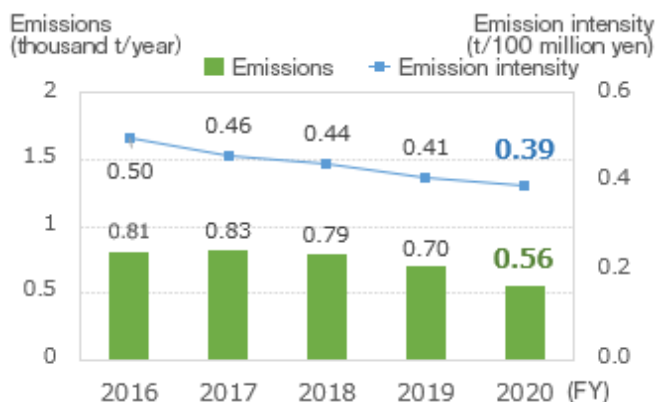


Initiatives for Reduction of Air Pollutants

VOCs*¹ emitted to the atmosphere react with ultraviolet rays from the sun, resulting in photochemical oxidants and suspended particulate matter. Among raw materials used by the Sumitomo Riko Group are adhesives mainly used for bonding rubber with fittings and gum arabic used for hoses containing VOCs, which are released to the atmosphere as they dry. Therefore, we are working to reduce emissions of VOCs, including through development of spray guns with high coating efficiency, the shift to water-soluble paints, reduction of waste from adhesive coating equipment, and prevention of volatilization. As well as continuing these activities, we will tackle new themes, such as the shift to water-soluble adhesives, in cooperation with suppliers.

*1 VOC: Volatile Organic Compounds

VOC emissions (Sumitomo Riko Group in Japan)



*2 Data boundary: Sumitomo Riko and eight Sumitomo Riko Group companies in Japan.

*3 The denominator of the emission intensity is net sales of companies within the boundary of data aggregation (after elimination of intracompany transactions).

*4 The amount of VOC emissions was calculated based on the "Voluntary Action Plan for Reducing VOC Emissions" formulated by the Japan Rubber Manufacturers Association.

VOC and Vulcanization Gas Treatment Equipment Management

VOC and vulcanization gas treatment equipment is directly connected to production facilities, and there is a risk of production stoppage due to malfunctions such as "fire" or "exceeding emission limits due to failure stop". Therefore, we have made a guidebook for each of our sites to inform them of the precautions to be taken in the design and operation of these processing units. In the guidebook, in order to prevent the

reoccurrence of recent problems with VOC and vulcanization gas treatment equipment, we introduce examples of problems, their probable causes, and measures to prevent reoccurrence, which will lead to Kaizen activities.

Examples of countermeasures at overseas sites for VOC emissions and gases generated by vulcanization

1.VOC reduction measures

In order to respond to increasingly stringent legal controls of VOC emissions by various countries, as well as reducing consumption of materials containing VOCs, we have introduced combustion-type or adsorption-type VOC treatment equipment at sites in China, the U.S., Poland, and other countries where direct emissions of VOCs to the atmosphere are restricted.



Combustion-type VOC treatment equipment, TRJ (China)

2.Countermeasures for gases generated by vulcanization

Environmental regulations in China have become stricter, starting with the central environmental authority's investigation in 2016 that resulted in many companies being punished. The authority strongly urged Sumitomo Group companies to ensure compliance concerning emission concentration of non-methane hydrocarbon (NMHC) generated by rubber kneading and vulcanization. In this context, we are step-by-step introducing combustion-type equipment and equipment employing photooxidation catalyst etc., which are specifically for treating gases generated by vulcanization. As a result, emission concentration decreased to a level below 1 mg/m³ and the Group companies satisfied the requirement.



Equipment for treatment of gases generated by vulcanization, TRM (China)

Appropriate Management of Ozone-depleting Substances

For the protection of the ozone layer and the prevention of global warming, we are pursuing reductions in the release of fluorocarbons into the atmosphere and adopting natural refrigerants. In fiscal 2020, the volume of leakages was approximately 247t-CO₂, based on the Act on Rational Use and Appropriate Management of Fluorocarbons. We manage operations with regular inspections in accordance with the legislation, and collect waste in the appropriate manner. Going forward, we will continue to upgrade our equipment systematically to reduce the use of CFCs.

Appropriate Storage of Equipment Containing PCBs

A polychlorinated biphenyl (PCB) is inflammable, has high electric insulation and is chemically stable. In the past, the Sumitomo Riko Group used high-voltage transformers and capacitors containing PCBs. However, following the enforcement of the Stockholm Convention on Persistent Organic Pollutants (POPs) and legal controls imposed by various countries, manufacturing and use of PCBs were banned, in principle, and stringent storage management of PCBs and systematic disposal of waste containing PCBs are mandatory. The Sumitomo Riko Group has identified items subject to control and has stored them appropriately, while systematically promoting their appropriate disposal in accordance with the regulations of the respective countries. With the completion of the disposal of waste containing high-concentration PCBs at the Matsusaka Plant in the spring of 2020, all disposal of such waste in Japan came to an end.

Asbestos Countermeasures

In the past, asbestos was widely used in building materials and parts and components of facilities because of its excellent properties with respect to heat resistance, fire resistance, insulation, and sound-proofing. However, since the relation between asbestos and damage to health was scientifically clarified, use of asbestos has been controlled or banned in Japan and many other countries. The Sumitomo Riko Group reinvestigated the situation of the use of asbestos in its buildings etc. in 2017 and confirmed that no problem existed. Regarding parts and materials that were subsequently identified as containing asbestos, we swiftly implemented measures to sequester or enclose asbestos and are applying appropriate management and treatment. Moreover, we have prepared a guidebook on appropriate management of asbestos and cautions to be observed when repairing or removing materials containing asbestos, which is used for education and training.



Guidebook on asbestos countermeasures

Management of Chemical Substances in Procured Items

Sumitomo Riko Group manufactures a wide range of industrial rubber and resin products, including automotive components, office equipment components and industrial materials. We use raw materials and other items containing various chemical substances to manufacture such products. We manage these materials appropriately to minimize their hazardous properties and thereby prevent contamination of the local area, ensure workplace and product safety and comply with products requirements from customers.

○ Establishment of controlled chemical substances and its operation

Sumitomo Riko specifies chemical substances to be managed in light of laws and regulations of various countries and customers' requirements. It determines which chemical substances are subject to management based on the EU's ELV Directive*5, the RoHS Directive*6, REACH*7, laws and regulations in Japan, GADSL*8, and IEC62474*9. To ensure that all our products are free of chemical substances subject to control, we strictly adhere to all the rules concerning each department's role and the application

procedures, monitor the substances contained in our products, and are making efforts concerning information disclosure.

*5 ELV Directive: Directive of the European Parliament and of the Council on End-of Life Vehicles

*6 RoHS Directive: EU restrictions on the use of certain hazardous substances in electrical and electronic equipment

*7 REACH: Registration, Evaluation, Authorization and Restriction of Chemicals, an EU regulation on chemicals and their safe use

*8 GADSL: Global Automotive Declarable Substance List

*9 IEC62474: Material Declaration for Products of and for the Electro-technical Industry

Compliance with Overseas Regulations of Chemical Substances

Sumitomo Riko exports materials, parts and finished products from Japan to the Group's production sites overseas. With the cooperation of suppliers and importers, we endeavor to ensure full compliance with applicable regulations such as the EU REACH Regulations (2008), China's Measures on Environmental Administration of New Chemical Substances (2010)*¹⁰ and Measures for the Administration of Registration of Hazardous Chemicals (revised in 2011)*¹¹, and the US TSCA (revised in 2016)*¹².

*¹⁰ Measures on Environmental Administration of New Chemical Substances: China's regulations on registration of chemical substances

*¹¹ Measures for the Administration of Registration of Hazardous Chemicals: China's regulations on management of hazardous substances

*¹² Toxic Substances Control Act (TSCA): U.S. regulations on record-keeping relating to chemical substances and management of hazardous substances

 SUMITOMO RIKO Company Limited

Inquiry

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Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Waste Reduction

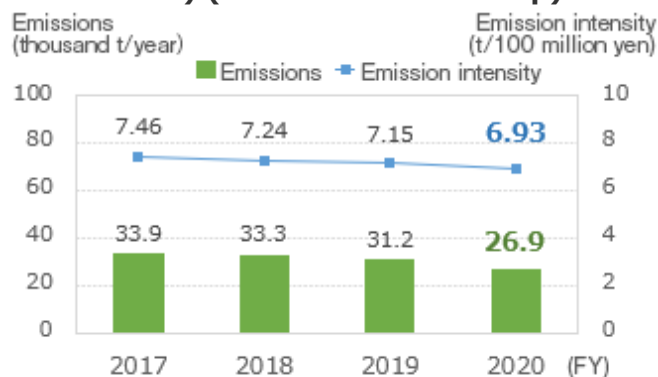


Waste Reduction Initiatives

The Sumitomo Riko Group's total amount of waste excluding valuable resources and total waste generated in fiscal 2020 decreased by 20.6% and 16.9%, respectively, compared to fiscal 2017. Meanwhile, emission intensities for these two categories in fiscal 2020 were down 7.1% and 2.8% respectively from fiscal 2017 levels.

This is due to the reduction of defects, improvement of yield rate, and reuse (recovery of valuable resources) of unvulcanized rubber. (since fiscal 2017, we have set a target to reduce waste excluding valuable resources).

○ Waste emissions (excluding valuable resources) (Sumitomo Riko Group)



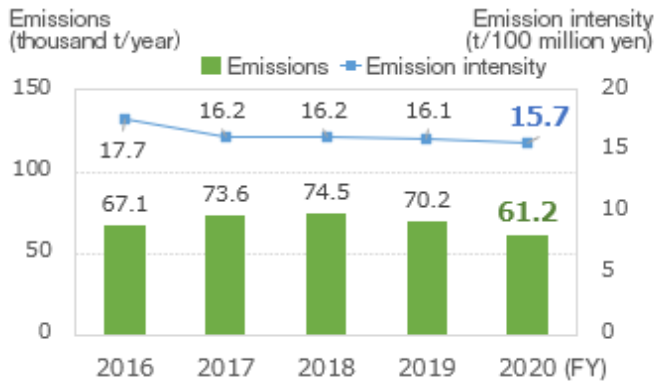
※1 The denominator of the emission intensity is net sales of companies within the boundary of data aggregation (after elimination of intracompany transactions).

○ Waste emissions (Sumitomo Riko Group) Independent Assurance

※2 Data boundary in fiscal 2016: Sumitomo Riko, eight Sumitomo Riko Group companies in Japan, and 25 Sumitomo Riko Group companies overseas.

※3 17 overseas companies have been added to the data aggregation since fiscal 2017

※4 The denominator of the emission intensity is net sales of companies within the boundary of data aggregation (after elimination of intracompany transactions).



※5 The amount of waste includes the amount of substances containing valuable resources.

Example of waste reduction

SumiRiko Eastern Rubber (Thailand) Ltd. conducted an activity to collect and reuse waste straws as materials for pillows. During the four-month period from September to December 2019, six collection stations were set up in the company to collect waste straws. After the straws were collected, they were washed, dried, cut into short pieces, and put into pillowcases to be used as pillows made of discarded straws. A total of 10 pillows were made and donated to the hospital.



Straws after cutting



Finished pillow made of discarded straw.

Approaches to marine plastic waste problem

As an activity to improve the marine plastic waste problem, we replaced plastic spoons with paper ones for desserts in the cafeteria of the Komaki Plant. We will continue to make improvements, one step at a time, wherever we can.

Future Issues and Responses

In fiscal 2021 also, the business unit promotion managers will lead activities to achieve the fiscal 2022 target (5% reduction of emission intensity compared to fiscal 2017). In particular, we will boost the ongoing efforts of each business unit in the reduction of defects and improvement of yields, to reduce waste emissions and reuse generated waste by converting it into valuable resources for recycling. In addition, examples of highly effective defect reduction and yield improvement will be disseminated by

the business unit promotion managers to the relevant bases, in an effort to strengthen the reduction activities of each Group company.





Top > Environment > Water Consumption Reduction

Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

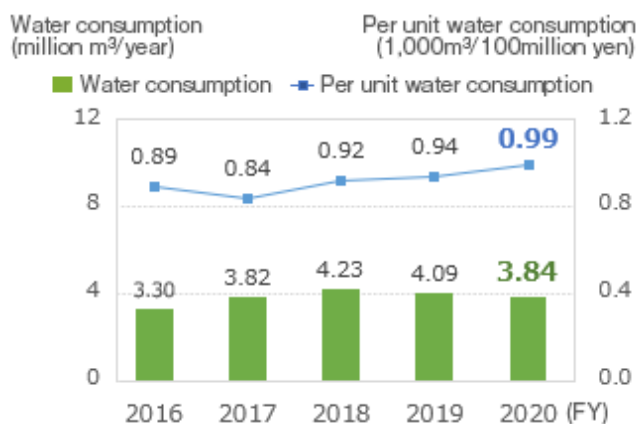
Water Consumption Reduction



Water Consumption Reduction Initiatives

Sumitomo Riko considers water to be an important resource, as a large amount of water is consumed for cooling applications in manufacturing equipment and plastic molded products, and for surface treatment and cleaning of metal parts used in products. However, water risk is always ranked high in the Global Risk Report published by the World Economic Forum. Therefore, in order to address this issue, we use AQUEDUCT, an international water risk assessment tool, to assess the water risk in the regions where all of our domestic and overseas production sites are located, and then conduct water risk surveys through interviews with all of our domestic and overseas production sites. Based on the results, we are strengthening our efforts to address various water risks such as depletion of water resources, deterioration of water quality, flooding, and tightening of regulations.

Water consumption (Sumitomo Riko Group)



*1 Data boundary in fiscal 2016: Sumitomo Riko, four Sumitomo Riko Group domestic companies, and 11 Sumitomo Riko Group overseas companies.

*2 Four domestic and 17 overseas companies have been added to the data aggregation since fiscal 2017.

Examples of reduction of water consumption

Reuse of process wastewater

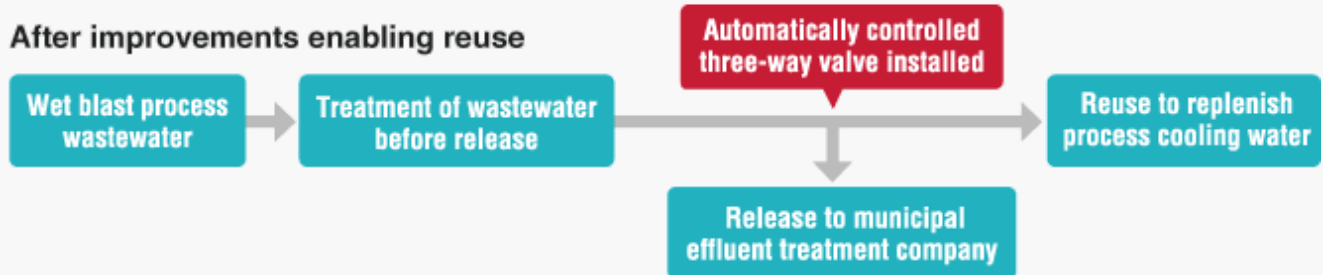
SumiRiko Ohio, Inc. (U.S.) previously released water treated after wet blast process to a municipal effluent treatment company for treatment. It has since made improvements to enable that wastewater to be reused to replenish cooling water used in the production process. Specifically, an automatically controlled three-way valve installed at the discharge unit was designed such that

wastewater is send to the effluent treatment company only when the process cooling water tank is full. This has resulted in major benefits in terms of reducing the volume of mains water used to replenish the water for the cooling water system.

Before improvements enabling reuse



After improvements enabling reuse



At SumiRiko Hose Otomotiv Sanayi Ticaret ve Pazarlama Limited Sirketi (abbreviated as SRK-HTR, Turkey), a water recovery system has been installed to improve the reuse of hot water that was previously discharged from the facility. As a result, SRK-HTR has been able to reduce the amount of water it purchases by 25%.

Reuse of Domestic Wastewater

Tokai Rubber (Jiaxing) Co., Ltd. (abbreviated as TRJ, China) has been using recycled water in the production process since January 2018, prompted by the ban on direct discharge of non-industrial wastewater in accordance with new regulations. TRJ’s non-industrial wastewater is treated with water treatment equipment that employs a reverse osmosis membrane system, after which it is used in the production process. As a result, TRJ achieved a 20% reduction in the volume of water purchased.



Reuse of wastewater by RO system TRJ (China)





Top > Environment > Environmental Protection

Environment

Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Environmental Protection



Compliance with Environmental Laws and Regulations

The Sumitomo Riko Group is thorough in its efforts to ensure compliance with environmental laws and regulations. However, in fiscal 2020, two cases of exceeding the standard value for wastewater concentration were found at domestic and overseas sites. Both of these incidents occurred because the wastewater treatment facilities had slightly insufficient capacity to treat the highly concentrated wastewater. We will make systematic improvements to the facilities to prevent similar problems from occurring.

In order to ensure thorough compliance with environmental laws and regulations at each site, the Regional Environmental Subcommittee, which is attended by environmental officers from sites in Japan, provides explanations of revised environmental laws and regulations and introduces examples of violations found at other sites to encourage voluntary checks. Overseas, in China where environmental regulations are drastically strengthened, we distribute information on environmental regulations obtained from an environmental consulting firm to our site in China weekly so as to thoroughly communicate revisions to the laws and encourage the site to consider countermeasures. Moreover, during environmental inspections, which we conduct periodically, visiting site in Japan and overseas in turn, the situation concerning legal compliance is checked to prevent any violation.

We have also made "Environmental Management Guidelines," which explains the principles of environmental management, our approach to environmental management, and how to deal with problems when they occur, and use them as educational materials for managers and executives posted overseas, as well as for environmental staff at our sites. In addition, we have also made and released "How to Conduct Environmentally Friendly Construction Work," which outlines the environmental considerations that should be taken into account in the construction work ordered by each site, in an effort to not only comply with the law but also to avoid causing inconvenience to neighboring areas.



Examples of Environmental Protection Measures

○ Purification of soil and groundwater

At the Komaki Plant, Matsusaka Plant, and Saitama Plant, groundwater contamination due to the use of chlorinated solvents in the past was found, and purification is being carried out systematically and continuously, and has been reported to the government. A summary of the current purification process is as follows.

Komaki Plant

Decontamination by the air stripping method began in June 2001, and water quality has been monitored since then. Contaminant concentration has been decreasing steadily, verifying the effectiveness of this decontamination method. Decontamination using the anaerobic biological method was conducted additionally in fiscal 2015. Currently, we are promoting decontamination using the air stripping method.



Matsusaka Plant

Decontamination by the air stripping method commenced in December 2005, and the water quality has been monitored since then. Contaminant concentration has been decreasing steadily, verifying the effectiveness of this decontamination method. To enhance the decontamination efficiency, we have been using the anaerobic biological method since August 2009.



Saitama Plant

Decontamination of groundwater by the air stripping method began in March 2007, and water quality has been monitored since then. Contaminant concentration has been decreasing steadily, verifying the effectiveness of this decontamination method. Decontamination using the anaerobic biological method was also conducted three times in 2007, 2017, and 2019 to further promote decontamination.



Biodiversity Conservation Efforts

The Sumitomo Riko Group believes that the conservation of biodiversity is an important environmental issue to be addressed. For example, we endorse the Nagano Prefecture's "Forest Foster Parent Promotion Project" and the Mie Prefecture's "Corporate Forest Project" for forestation, and are conducting forest conservation activities as the "Sumitomo Riko Forest" in Ikeda Town, Nagano Prefecture, and Matsusaka City, Mie Prefecture. Several times a year, we dispatch volunteer teams to participate in social gatherings with local residents including forest conservation activities. In addition to the above, Tokai Chemical Industries, LTD. participates in forest conservation and Satoyama restoration activities in Mitake Town, Gifu

Prefecture.

For details, click ▶ [here](#).





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Environment

Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Environmental Communication



Based on the conviction that sharing information is essential for stimulating environmental protection activities, Sumitomo Riko has been striving to promote smooth internal communication and activities to raise awareness of environmental issues.

Setting Environment Month

Sumitomo Riko has designated June as "Sumitomo Riko Environmental Month" and holds events to promote environmental conservation efforts around June 5, which is the World Environment Day designated by the United Nations.

○ Main activities during Environmental Month

- Company-wide Environmental Conference
- Commendation of environmental conservation activities
- Environmental lectures by experts and specialists (held annually)
- Environment-related activities at each plant
- Dissemination of management news related to Environmental Month
- Display of environmental awareness posters

Commendation of Environmental Conservation Activities

Sumitomo Riko holds a company-wide environmental conference every year with the participation of all employees, including the president, in order to raise awareness of the environmental commitments made by management and to raise awareness of environmental conservation activities among employees. In fiscal 2021, we took thorough measures to prevent the new coronavirus infection by holding the meeting with a small number of people and at different venues, and by streaming the meeting to all employees via live/recorded video.



President's Speech



Main Venue



Satellite Venue

A scene from the Company-wide Environmental Conference

Commendation of Environmental Conservation Activities

In order to raise awareness and motivate employees to engage in environmental conservation activities, we have established an internal system for soliciting and awarding environmental conservation case studies. In fiscal 2020, we received 67 applications from the entire group, and awarded 14 particularly outstanding cases. We have also created an intrasite "ENVIRONMENTAL CONSERVATION ACTIVITY EXAMPLES" in order to use for sharing information and horizontal deployment.



Commemorative Photo of Environmental Award
Winners
Sumitomo Riko (Komaki Head Office)



Commemorative Photo of Environmental Award
Winners
TRJ (China)

Environmental Education & Training

Environmental protection is a fundamental responsibility of business activities. In the course of education and training, we take every opportunity to raise trainees' awareness of the importance of environmental protection and encourage them to be proactively involved in environmental protection. We have enriched the environmental education content of our human resources training programs.

In July 2021, we invited Professor Yukari Takamura of the University of Tokyo to give a lecture on "The World Towards Carbon Neutrality by 2050: Companies in the Midst of Change", Her



detailed explanations were very easy to understand and the lecture was very meaningful. A scene from environmental lecture

Examples of External Awards

Environmental Governance Award (Thailand)

SumiRiko Chemical and Plastic Products (Thailand) Ltd. received the Environmental Governance (Green Star) Award 2017 from the Industrial Estate Authority of Thailand (IEAT) for being a company with excellent environmental, safety, and CSR activities. IEAT, a state enterprise under the Ministry of Industry, is responsible for the development and establishment of industrial zones and for the provision of public utilities and infrastructure to them, and for their total operation and management.



Certificate of commendation from IEAT SRK-CP (Thailand)

Modal Shift Awards (Japan)

In recognition of its efforts in achieving a modal shift to marine transport, including the transport of automotive hoses and other products by ferry, SumiRiko Logitech Company Limited (Komaki, Aichi Prefecture) received the FY2019 Award for Excellent Business Entities Working on Modal Shift in the 6th Modal Shift Awards of the Japan Association for Logistics and Transport in November 2019. It was also selected as an FY2019 Eco Ship Mark Excellent Business Entity by the Eco-ship and Modal Shift Project Organizing Committee in late February 2020 and received the Ministry of Land, Infrastructure, Transport and Tourism Maritime Bureau Director-General's Award.



Commemorative photo at external award presentation ceremony, SRK-L (Komaki)

Environmental Communication with Group Companies

In order to eliminate environmental risks of Group companies in Japan and overseas, the Sumitomo Riko Group periodically visits sites and inspects the state of compliance with environmental laws and regulations, as well as that of environmental protection and management at the sites. This activity started in 2016, and in fiscal 2020, we conducted inspections of the environmental management systems of four Chinese sites using a web conference system in response to the Corona pandemic, and provided advice for improvements.



Sharing Information with Local Communities

The Komaki and Matsusaka Plants, both located adjacent to residential areas, hold regular liaison meetings with the local community associations in order to promote mutual understanding and harmonious coexistence with the communities through dialogue and other means of communication. Information on environmental issues is exchanged at these meetings.

Environmental Protection Activities in Local Communities

Sumitomo Riko is vigorously participating in environmental protection activities in local communities, including forest thinning in the Sumitomo Riko Forest initiative (Komaki Plant), the clean-up campaign of the roads around the plant (Matsusaka Plant), and the Mount Fuji clean-up campaign to clean the peripheral road (Fuji-Susono Plant).

▶ [Go to Contribution to the Promotion of Coexistence with the Natural Environment page](#)



Mount Fuji clean-up campaign (Fuji-Susono Plant)

 SUMITOMO RIKO Company Limited

Inquiry



Top > Environment > Environmental Performance Data (Fiscal 2020)

Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Environmental Performance Data (Fiscal 2020)

Environmental Performance Data

Items for which independent assurance was received are marked with .

Item	Unit	Japan	Americas	Europe	China	Asia	Total	Reference pages
Energy consumption	PJ/year	2.01	1.61	0.81	1.57	0.75	6.75 <input checked="" type="checkbox"/>	▶ Climate Change Countermeasures
CO₂ emissions	thousand t-CO ₂ /year	104	68	37	94	40	343 <input checked="" type="checkbox"/>	
Waste emissions	thousand t/year	13.7	22.3	9.9	9.2	6.2	61.2	▶ Waste Reduction
VOC emissions	thousand t/year	0.56	0.07	0.01	0.15	0.39	1.17	▶ Management of Chemical Substances
Water consumption	million m ³ /year	1.66	0.36	0.84	0.60	0.38	3.84	▶ Water Consumption

*1 Data boundary: Sumitomo Riko and principal consolidated subsidiaries. For the data boundary of "Energy consumption" and "CO₂ emissions," please see the page on "▶ [Climate Change Countermeasures](#)."

Major Environmental Investment

For environmental accounting, Sumitomo Riko focuses on environmental protection investment and environmental protection benefits and, in order to ensure the reliability of data, eliminates proration and estimates as much as possible.

Environmental Protection Investment

Economic benefits

Environmental protection benefits

Environmental Item	Major Investment Item	Investment (millions of yen)	(millions of yen)	Environmental protection benefits
Item	Major Investment Item	(millions of yen)	(millions of yen)	
Pollution prevention	Water pollution prevention etc.	77	—	Countermeasures for air and water quality
Global environmental protection	Global warming mitigation etc.	31	167*2	Reduced CO2 emissions
Resources recycling	Reduced / recycled waste etc.	2	17*3	Reduced amount of waste generated
Total		110	184	

*2 Calculated based on the difference between the estimated values in proportion to sales and the actual ones

*3 Total price of the valuables

Environmental Performance Data of Plants

○ Komaki Plant

	Measurement item	Unit	Control standard	Actual performance values		
				Max.	Min.	Avg.
Atmosphere (major equipment)	Soot and dust	g/m ³ N	0.05	<0.01	<0.01	<0.01
	Sulfur oxide	K-value	9.0	0.04	0.02	0.03
	Nitrogen oxide concentration	ppm	150	110	45	67
Water quality	Hydrogen-ion concentration	pH	5.8~8.6	7.7	6.8	7.5
	Biochemical oxygen demand	mg/L	25	4.0	1.2	2.6
	Suspended solids	mg/L	30	14.0	2.0	7.0
	n-Hexane extracted substance content	mg/L	5	<1	<1	<1
Emission and transfer of substances covered by the PRTR Law		t/yr	—	110		

Applied laws and regulations) Air Pollution Control Act, Water Pollution Control Act, Aichi Prefectural ordinances

○ Matsusaka Plant

		Measurement item	Unit	Control standard	Actual performance values		
					Max.	Min.	Avg.
Atmosphere (major equipment)	Boiler	Soot and dust	g/m ³ N	0.10	<0.005	<0.005	<0.005
		Sulfur oxide	K-value	17.5	<0.1	<0.1	<0.1
		Nitrogen oxide concentration	ppm	150	40	21	31
Water quality	Effluent	Hydrogen-ion concentration	pH	5.8~8.6	6.8	7.4	7.2
		Biochemical oxygen demand	mg/L	130	43	3	24
		Suspended solids	mg/L	130	4	<1	2
		n-Hexane extracted substance content	mg/L	5	3	<1	2
Emission and transfer of substances covered by the PRTR Law			t/yr	—	133		

Applied laws and regulations) Air Pollution Control Act, Water Pollution Control Act, Mie Prefectural ordinances

○ Fuji-Susono Plant

		Measurement item	Unit	Control standard	Actual performance values		
					Max.	Min.	Avg.
Atmosphere (major equipment)	Boiler	Soot and dust	g/m ³ N	0.1	<0.01	<0.01	<0.01
		Sulfur oxide	K-value	13.0	<1	<1	<1
		Nitrogen oxide concentration	ppm	150	39	23	31
Water quality	Effluent	Hydrogen-ion concentration	pH	5.8~8.6	7.6	7.0	7.4
		Biochemical oxygen demand	mg/L	25	3.8	0.8	1.7
		Suspended solids	mg/L	50	1.0	2.0	1.3
		n-Hexane extracted substance content	mg/L	5	<0.5	<0.5	<0.5
Emission and transfer of substances covered by the PRTR Law			t/yr	—	26		

Applied laws and regulations) Air Pollution Control Act, Water Pollution Control Act, Shizuoka Prefectural ordinances

○ Saitama Plant

There was no equipment that generated emissions subject to the Air Pollution Control Act or Water Pollution Prevention Act and there were no emissions or transport of chemicals subject to the PRTR Law.

ISO14001 Certification (List of ISO14001-certified Companies)

Country	Company	Abbreviation	Certification	
Japan	Sumitomo Riko Company Limited	—	○	
	SumiRiko Yamagata Company Limited	SRK-YG	In planning	
	Tokai Chemical Industries, Ltd.	TCI	○	
	Sumitomo Riko Hosetex, Ltd.	—	○	
	SumiRiko Metex Company Limited	SRK-M	○	
	SumiRiko Engineering Company Limited	SRK-E	○	
	SumiRiko Creates Company Limited	SRK-C	○	
	SumiRiko Techno Company Limited	SRK-T	○	
	SumiRiko Logitech Company Limited	SRK-L	○	
	SumiRiko Information Systems Company Limited	SRK-IS	○	
	SumiRiko Oita Advanced Elastomer Company Limited	SRK-AE	○	
	SumiRiko Kyushu Company Limited	SRK-K	○	
	Tokai Chemical Kyushu, Ltd.	TCIK	○	
Americas	USA	SumiRiko Ohio, Inc.	SRK-OH	○
		SumiRiko Tennessee, Inc.	SRK-TN	○
	Mexico	S-Riko Automotive Hose de Chihuahua, S.A.P.I. de C.V.	SRK-CHH	○
		S-Riko de Querétaro, S.A.P.I. de C.V.	SRK-QRO	○
	Brazil	SumiRiko do Brasil Indústria de Borrachas Ltda.	SRK-BI	○
		S Riko Automotive Hose do Brasil Ltda.	SRK-HDB	○
S Riko Automotive Hose Tecalon Brasil S.A.		SRK-HTB	○	
Europe and others	Russia	SumiRiko Automotive Hose RUS AO	SRK-HR	In planning
	Poland	SumiRiko Poland Sp. z o.o.	SRK-P	○
		SumiRiko Automotive Hose Poland Sp. z o.o.	SRK-HP	In planning

Country	Company	Abbreviation	Certification	
Germany	SumiRiko AVS Germany GmbH	SRK-GER	○	
	Czech	SumiRiko AVS Czech s.r.o.	SRK-CZ	○
		France	SumiRiko AVS France S.A.S.	SRK-EPF
	SumiRiko Rubber Compounding France S.A.S.		SRK-RCF	○
	SumiRiko SD France S.A.S.		SRK-SDF	○
	SumiRiko Industry France S.A.S.		SRK-INF	○
	Romania	SumiRiko AVS Romania SRL	SRK-RO	○
	Italy	SumiRiko Italy S.p.A.	SRK-ITA	○
	Spain	SumiRiko AVS Spain S.A.U.	SRK-ES	○
	Turkey	SumiRiko Hose Otomotiv Sanayi Ticaret ve Pazarlama Limited Şirketi	SRK-HTR	○
	Tunisia	SumiRiko Automotive Hose Tunisia Sarl	SRK-HTN	○
SumiRiko Metal Tube Tunisia Sarl		SRK-MTT	○	
Asia	Tokai Dalian Hose Co., Ltd.	TRD	○	
	Tokai Rubber (Tianjin) Co., Ltd.	TRT	○	
	Tokai Chemical (Tianjin) Auto Parts Co., Ltd.	TCT	○	
	Huanyu Tokai Rubber (Tianjin) Co., Ltd.	HTR	○	
	SumiRiko AVS Wuxi Co. Ltd.	SRK-WUX	○	
	SumiRiko Automotive Suzhou Co., Ltd.	SRK-SZ	○	
	TRFH Co., Ltd.	TRFH	○	
	Tokai TIP Automobile parts (Shanghai) Co., Ltd.	TTAS	In planning	
	Tokai Rubber (Jiaxing) Co., Ltd.	TRJ	○	
	Tokai Rubber (Guangzhou) Co., Ltd.	TRG	○	
	Tokai Rubber (Dongguan) Co., Ltd.	TRDG	○	
	India	Tokai Imperial Rubber India Pvt. Ltd.	TIR	○
		Tokai Rubber Auto-Parts India Pvt. Ltd.	TRIN	○
		Tokai Imperial Hydraulics India Pvt. Ltd.	TIH	In planning
	Vietnam	SumiRiko Hose Vietnam Co., Ltd.	SRK-HV	○
	Thailand	SumiRiko Eastern Rubber (Thailand) Ltd.	SRK-ER	○
		Inoac Tokai (Thailand) Co., Ltd.	ITTC	○
SumiRiko Rubber Compounding (Thailand) Ltd.		SRK-RCT	○	

Country	Company	Abbreviation	Certification
	SumiRiko Chemical and Plastic Products (Thailand) Ltd.	SRK-CP	○
	SumiRiko Fine Elastomer (Thailand) Ltd.	SRK-FT	○
	Indonesia PT. Tokai Rubber Indonesia	TRID	○
	PT. Tokai Rubber Auto Hose Indonesia	TRHI	○

 **SUMITOMO RIKO Company Limited**[Inquiry](#)



Top > Environment > Environmentally Friendly Products

Environment

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

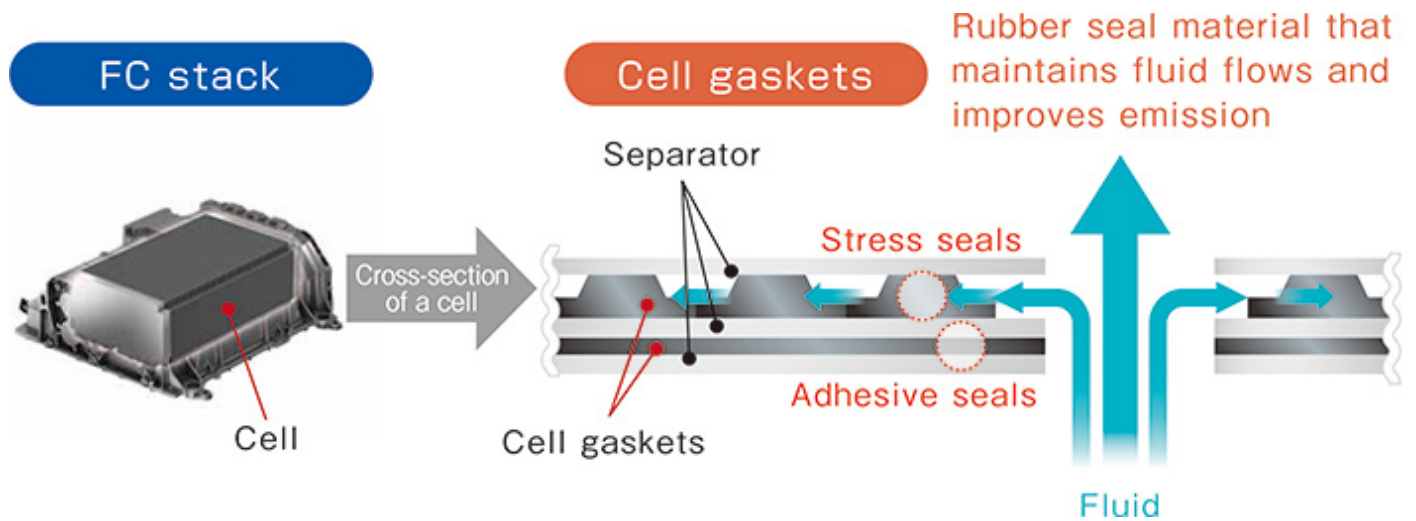
Environmentally Friendly Products



Responding to society's rising expectations of companies' environmental protection activities, including responses to global environmental issues and control of environmentally harmful substances, the Sumitomo Riko Group is reinforcing its commitment to tackling environmental issues. We are striving not only to reduce the environmental impacts of our business activities but also to develop environmentally friendly products and technologies satisfying stringent environmental regulations, thus enhancing corporate value from an environmental perspective.

Cell Gasket, a Rubber Sealant, for Fuel Cell (FC) Stacks

Sumitomo Riko developed a cell gasket, a rubber sealant used for fuel cell (FC) stacks mounted on fuel cell vehicles (FCVs). The development of cells using this technology has made it possible to improve the performance of the FC stack, reduce its size and weight, and ensure the long-term reliability of the FC, which has led to its continuous use in Toyota Motor Corporation's FCV, "MIRAI" from the first model in 2014 to the new model in 2020. The gasket will contribute to the spread and improvement of the MIRAI, the ultimate eco-car that uses hydrogen as an energy source and emits only water during driving.



Highly Functional Transparent Films for Windows "Refreshine™"

Refreshine is a series of highly functional transparent window films. When applied to the indoor surfaces of windows, these window films contribute to saving of electricity. Recognized for their transparency enabling enjoyment of natural lighting and their excellent thermal barrier and insulation performance, these films are being used for trains and buildings. With their excellent infrared reflecting performance, Refreshine contributes to reduction of power consumption by air conditioning without compromising natural lighting, and thus it is also effective for reducing CO₂ emissions.



Flexographic Printing

Flexo printing is a relief printing method using flexible rubber plates. Whereas most other companies' flexo plates require solvents for development, Sumitomo Riko's AquaGreen™ flexo plates are water-developable and thus both environmentally friendly and worker friendly. Their added value includes high definition, superior productivity, and no effluent.



Development of Biohydriin Rubber

Sumitomo Riko developed biohydriin rubber jointly with Toyota Motor Corporation and Zeon Corporation. Made of plant-derived raw materials, biohydriin rubber achieves an approximately 20% reduction in CO₂ emissions in its lifecycle from manufacturing to disposal compared with conventional petroleum-based hydriin rubber. Biohydriin rubber is equivalent to petroleum-based hydriin rubber in terms of quality and mass producibility.

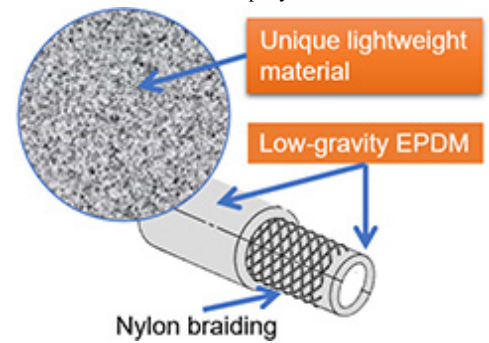


Contributing to Improvement of Fuel Efficiency by Lighter Vehicles

Low-gravity EPDM (ethylene propylene diene rubber) hoses were developed with the aim of achieving lightweight vehicle components. They can be applied to a variety of hoses, including water system hoses

such as water bypass hoses and radiator hoses. By adopting a compounding design that incorporates newly developed lightweight reinforced materials, they are approximately 20% lighter than conventional EPDM hoses, while maintaining the same characteristics in terms of strength, durability, heat resistance, and insulation. Switching to Sumitomo Riko's low-gravity EPDM allows weight savings of about 1 kg* per vehicle.

* According to Sumitomo Riko's own trial results.



Close-up of lightweight materials and graphical image of hose cross-section

Development of the Resin Filler Neck Module

Sumitomo Riko changed the material for filler hoses that supply automotive fuel to the fuel tank from metal to resin, achieving a 40% reduction in weight compared with a conventional metal filler hose. Lighter weight contributes to improvement of fuel efficiency of automobiles.

This resin filler neck module offers excellent low fuel permeability, in which fuel is highly prevented from leaking from resin and/or rubber hoses, and meets environmental regulations. Moreover, our unique processing technology realized a bent design to make fuel-charging performance even smoother. At the same time, a flexible bellows design to absorb impact in the event of a collision, contributes to safety performance of automobiles.



Thin-Film High Heat Insulation Material "Finesulight™"

We have developed an insulating material with thermal conductivity lower than that of air, and developed a thin-film high heat insulating material "Finesulight™" coated on non-woven fabric. This product is made by coating a high heat insulating filler (silica aerogel), which has nano-sized pores so fine that air cannot move, onto a base material such as non-woven fabric or molding resin. It is a thin and flexible heat insulator that exhibits higher heat insulation properties than still air. As an energy-saving material that does not require a power source, it is used in various applications such as insulated boxes for vaccine transportation. Through the development of thermal management technologies and products, we will contribute to the improvement of comfort and energy efficiency in people's lives.



 **SUMITOMO RIKO Company Limited**

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Corporate Citizenship

Employees, Local Communities

Corporate Citizenship Activities Management

Commitment

Message from the officer in charge

The Sumitomo Riko Group aims to become a "Global Excellent Manufacturing Company", that is, a company that contributes to the "Safety, Comfort, and Environment of People, Society, and the Earth" through our social contribution activities. We believe that our social contribution activities will enhance the social value for the whole society as well as helping create prosperity, and the promotion of the SDGs will further enhance our corporate value. In order to promote these social contribution activities on a Group-wide basis, we launched the Social Contribution Promotion Project under the CSR Sustainability Committee. Participated in by each General Manager from Sumitomo Riko's manufacturing sites and executives of group companies, the project aims to create a sustainable society by contributing to SDGs, and we are working on promoting social contribution activities by reviewing and improving each activity.

Sumitomo Riko Group will always be aware that we are a member of the local community and will fulfill our corporate responsibility through social contribution activities in order to be a company that is trusted by the local community. It is my earnest desire that this website will help our stakeholders understand the Group's social contribution initiative and I will be grateful for your frank views and recommendations.

**Hideo Yamane**

Managing Executive Officer

Basic Principles of Social Contribution Activities

The Sumitomo Riko Group is committed to social contribution activities in order to fulfill its role as a public entity in society and to become a company that is reputed to be "Lucky to have Sumitomo Riko Group in this town". The Group's corporate citizenship policy states: "Sumitomo Riko Group recognizes that we belong to the local community and, as a good corporate citizen, make efforts to create a better society through corporate citizenship activities." The Sumitomo Riko Group defines social contributions as activities

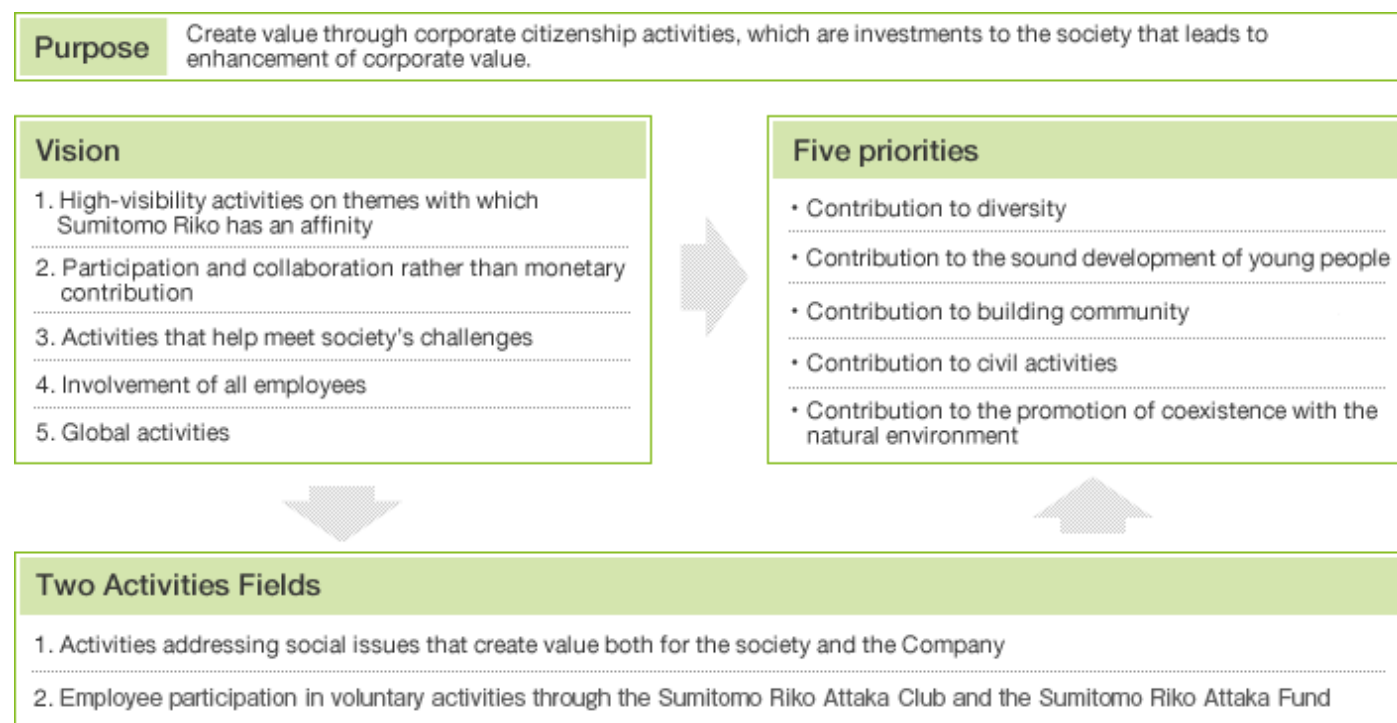
helping meet society's challenges. We aim to create social value through vigorous corporate citizenship activities, addressing solutions to social issues that will contribute to the SDGs, leading to the enhancement of corporate value. In response to social needs, we have accorded priority to the following fields: 1) contribution to diversity, 2) contribution to the sound development of young people, 3) contribution to building community, 4) contribution to civil activities, and 5) contribution to the promotion of coexistence with the natural environment.

○ Policy on social contribution activities

Sumitomo Riko Group recognizes that we belong to the local community and, as a good corporate citizen, make efforts to create a better society through corporate citizenship activities.

○ Framework of our social contribution activities

To fulfill the above-mentioned policy, the Sumitomo Riko Group clarifies its "goal," "directions of activities," "five priorities," and "two activity fields."



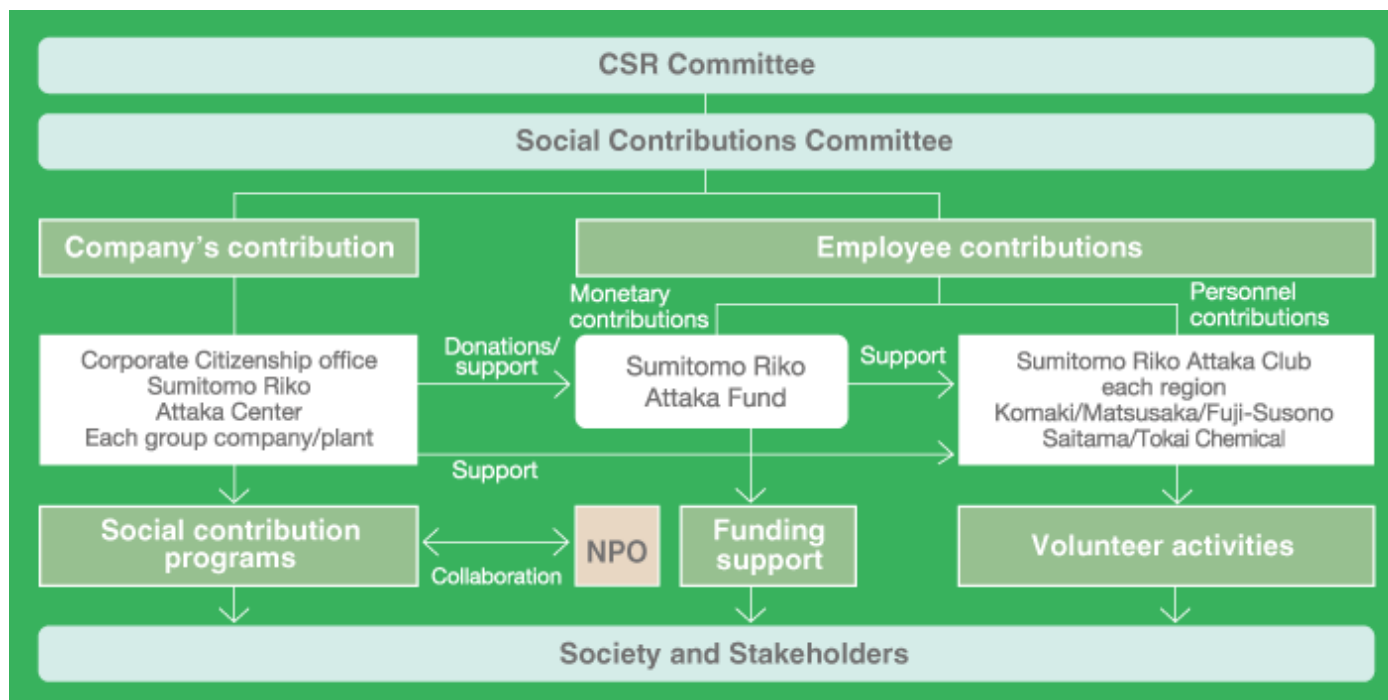
Social Contribution Promotion Structure

In accordance with the corporate citizenship policy and the framework, the Social Contributions Committee, which is one of the six subcommittees under the CSR Committee established in 2005, ensures that corporate citizenship activities are systematically implemented based on discussion.

At Sumitomo Riko, we classify corporate citizenship activities into employees' contribution and corporate contribution. Employees can contribute through voluntary activities and through monetary contributions. The Sumitomo Riko Attaka Club, an organization supporting employees' voluntary activities, operates at the Komaki, Matsusaka, Fuji-Susono, and Saitama Plants and a Group company, Tokai Chemical Industries.

For monetary contributions, Sumitomo Riko established the Sumitomo Riko Attaka Fund. The Sumitomo Riko Attaka Fund became a general incorporated foundation under Japanese law in 2014. Employees who register with the fund donate a sum of their choice between 100 yen to 1,000 yen to the fund by automatic withdrawal from their salary each month. As a matching gift, Sumitomo Riko donates a sum equal to that donated by the employees.

Sumitomo Riko's Social Contributions Committee establishes various corporate citizenship programs for which the Social Contribution Program Planning Office is the secretariat. Attaka Support Centers at plants and Sumitomo Riko Group companies support employees' social contributions through the Attaka Club and the Attaka Fund, linking the corporate contribution and employees' contribution.



*The above is the structure until fiscal 2020; the committee structure was changed in fiscal 2021. [Click here for details.](#)

Corporate Citizenship Program Assessment System

Sumitomo Riko has introduced an annual assessment system for corporate citizenship programs. Assessment of programs using uniform criteria clarifies their results. This approach allows us to apply a PDCA (plan-do-check-act) cycle to corporate citizenship activities. We are shifting the weight of our corporate citizenship activities from monetary contributions to a participatory and collaborative approach. Members of the Social Contributions Committee inspect and assess programs. Programs are revised or terminated based on the assessment and new programs are introduced.

56 programs, including monetary contributions, were assessed in fiscal 2019, as a result of which a total of 14 programs were revised or abolished. With a focus on activities that contribute to raising public value, we shifted to corporate citizenship activities that were more relevant to the SDGs and that were more typical of Sumitomo Riko.

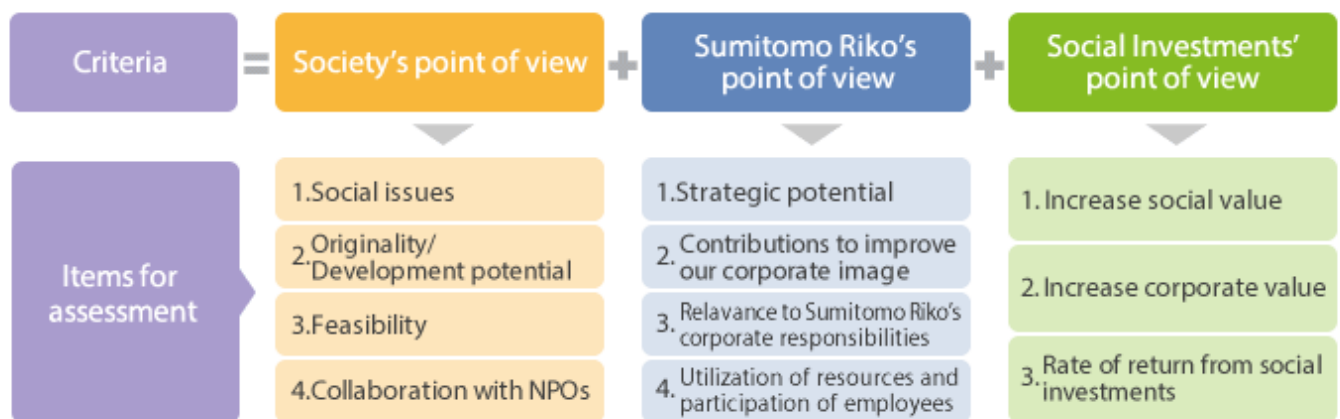
Objectives of introducing an assessment system for social contribution programs

1. To transfer from monetary donations to employees' participation and partnership.
2. To promote a social contribution program that can resolve social issues

Expected effects of the program assessment system

1. Assessments using established criteria help visualize the results of activities.
2. Through a cycle of "preliminary evaluation," "action," "performance assessment" and "corrective measures," we ensure that all activities are conducted with appropriate prior examinations, follow-ups for improvement and reviews in order to eliminate unnecessary activities.

Policy on assessment criteria





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Corporate Citizenship

Employees, Local Communities

Contribution to the Sound Development of Young People



Providing the future generation with valuable experience

In order to provide young people as the future generation with as many valuable experiences as possible that are meaningful especially at their young ages, Sumitomo Riko offers experience-based programs from them.

Preparatory School for Foreign Preschool Children

In cooperation with the Komaki International Association, Sumitomo Riko operates a preschool for children living in Komaki City who have roots in foreign countries, to help them prepare to enter elementary school in the following year.

This preparatory school teaches the children before entering school the basic Japanese reading and writing skills they will need at school and behavioral norms at elementary schools so that they can smoothly adapt to life at school. Our preschool is run by volunteers. Before they start teaching at the preschool, they participate in an instructor training seminar held over the summer and the winter where they learn teaching methods as well as techniques for creating effective teaching materials.

Sumitomo Riko intends to continue this initiative supporting children's sound development, helping the youngsters be happy and enjoy school.



Student SDGs Essay Award by Sumitomo Riko

We launched the Student SDGs Essay Award by Sumitomo Riko (originally named Sumitomo Riko Student Essay Award) in 2015 as a project to support the young people who will become the leaders of tomorrow. This was a new social contribution activity to mark the change of the company name to Sumitomo Riko. The aim of these awards is to provide an opportunity for students throughout Japan to learn about the issues facing society and what development of a sustainable society entails and to discuss the outcomes of their consideration of those issues, in the hope that it will encourage the contestants to broaden their

horizons and achieve personal growth.

The awards attract more than 100 essays from university students, graduate school students and vocational school students in Japan and overseas, and international students every year. The award-winning essays, consisting of a first-prize winner, a second-prize winner, three superior-award winners, and a special-recognition-award winner, are determined through screening by experts led by Ms. Yukari Takamura (Professor, Institute for Future Initiatives, The University of Tokyo), as chair of the screening committee, as well as voting by Sumitomo Riko employees. At the commendation ceremony held at the end of August, the winners receive certificates of commendation, supplementary prizes, and commemorative goods.

Sumitomo Riko intends to continue hosting this Student Essay Award as a project to support the young people who will become the leaders of tomorrow and promoting initiatives to establish a sustainable society.

Related information: [▶ Archive](#)



Awards ceremony held online (August 20, 2020)

Collaboration with Nagaoka University of Technology, Support for 5th STI-Gigaku 2020

Sumitomo Riko participated in, supported, and donated to the 5th International Conference on "Science of Technology Innovation" (5th STI-Gigaku 2020), an international conference hosted by Nagaoka University of Technology in collaboration with vocational high school, private-sector companies, local governments, etc., with the aim of achieving the Sustainable Development Goals (SDGs).

The objective of this initiative is to contribute to new technological innovations and solutions for the SDGs and, more broadly, to nurture future leaders, through collaboration with Nagaoka University of Technology, which is strongly pursuing the SDGs as the only university in East Asia to be designated as a hub university by the United Nations.

STI-Gigaku is a forum to discuss issues and seek answers on the various goals for sustainable development, such as energy, climate change, poverty and hunger, based on the Sustainable Development Goals (SDGs) (17 goals and 169 targets) of the 2030 Development Agenda.

In the Poster Session, participants exhibited posters and gave short oral presentations in English on activities for solving the SDGs and the outcomes of joint research between KOSEN and Nagaoka University of Technology. We presented a certificate for the Best Poster Award by Sumitomo Riko Company Limited and a commemorative gift to the student who gave the most outstanding presentation, as our contribution to promoting students' efforts to achieve the SDGs.



Participation in the Aichi Prefecture Donation Awareness Education Project "Donation Seminar in Aichi 2020"

Since 2018, we have been donating to and participating in the "Donation Seminar" conducted by Aichi Prefecture, where high school and junior high school students consider the social contribution activities of NPOs. The purpose of this seminar is to foster young people's awareness of donation and social participation and contribution. Participating NPOs will visit junior high schools and high schools to give presentations on their activities and the results of their projects, and based on that information, students will vote for the NPOs they would like to donate to and exchange opinions with them. At the high school, our company and other sponsoring organizations donate money to the NPOs according to the number of votes cast, and in fiscal 2020, we donated money (300,000 yen in total) to three organizations according to the number of votes cast by the students.



In addition to fostering the awareness of donations among the younger generation, this program also helps NPOs to improve their presentation skills in order to "communicate" and "gain sympathy" for their activities among the younger generation.

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Corporate Citizenship

Employees, Local Communities

Contribution to Building Communities



As a company that coexists with the local community, Sumitomo Riko aims to work together with the community to "Create a Town that Everyone Wants to Live in", and is involved in activities that contribute to community revitalization and support for areas affected by disasters.

Support for Areas affected by the July 2020 Torrential Rain Disaster

As a support for the torrential rain disaster in July 2020, wishing the affected areas to recover as soon as possible, Sumitomo Riko donated 700,000 yen through Japan Platform, a specified non-profit organization and also donated 300,000 yen from the Sumitomo Riko Attaka Fund, for a total of 1 million yen.

Support for Areas Affected by the Great East Japan Earthquake

○ ~Attaka Ticket Project~

Using the Sumitomo Riko Attaka Fund, which is based on donations by the employees (including employees of Group companies) and matching gifts by the company, the Attaka Ticket Project is providing ongoing support to Minamisanriku-cho in Miyagi Prefecture, which was devastated by the Great East Japan Earthquake.

To help recovery of Minamisanriku-cho and resurgence of the community, in cooperation with the Minamisanriku-cho Council of Social Welfare, the Attaka Ticket Project supports groups and NPOs working for community vitalization, and is a service provision system that can be utilized at each meeting or gathering. The services are offered by local people working to reconstruct the community. The project aims to enhance the quality of life of people who have been striving for recovery for a long time and helps vitalize the community. One of the people who used the services commented, "We get together and chat over the bento boxed lunches that we receive in exchange for the tickets. The relationships thus cultivated help us support one another in everyday life." Many people in Minamisanriku-cho have expressed their appreciation to us.



Sumitomo Riko Charity Concert

Since fiscal 2000, we have taken part in a collaborative project with the certified NPO, Chubu Philharmonic Orchestra, to hold an annual "Sumitomo Riko Charity Concert" every autumn with the aim of assisting local communities to promote cultural and artistic development. We invite 1,300 residents of the Owari region, Aichi Prefecture (where Komaki Head Office and Komaki Plant are located), through selection in a drawing. The concert invites world-renowned maestro Kazuyoshi Akiyama as a conductor to provide beautiful music. Donations made by the audience are used every year to support reconstruction efforts following the Great East Japan Earthquake and other disaster assistance.

Information about the charity concert is available in newspapers and magazines.

※In fiscal 2020, the project was cancelled due to the spread of the new coronavirus infection.



Support for the Matsusaka Concert of the Chubu Philharmonic Orchestra

In Matsusaka, where there are few opportunities to enjoy classical music, the Matsusaka Plant sponsors concerts by the Chubu Philharmonic Orchestra and invites local residents as a contribution to the local community.



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Corporate Citizenship

Employees, Local Communities

Contribution to Civil Activities



Social contribution by utilizing the strengths of civic organizations

There is a limit to how much we can do to directly address the key issues of our social contribution activities. Therefore, we will promote the five activities and contribute to the development of civic groups by supporting civic activities through grant programs. In addition, as for the grant system, we will aim for a "network-type" system that is rooted in each region.

Sumitomo Riko Subsidy for Developing the Dreams, Town and People

Under the theme of "A Town Where Everyone Wants to Live", we are implementing a subsidy program for organizations engaged in civic activities in the five priority areas of social contribution activities of Sumitomo Riko.

Under this system, subsidies are provided for four projects in the "Dreaming Up Start" category, which supports new activities, and two projects in the "Town and Human Development" category, which is awarded to activities of high public interest or large scale. The publicly solicited projects will then be reviewed by a panel of judges consisting of experts, NPOs, and Sumitomo Riko.

This program was launched in 2010 in collaboration with a certified NPO, "Komaki Citizen Activity Network" in Komaki city, where the head office and Komaki Plant are located. Later, in 2014, the program was expanded to include "Dream, Town, and Human Development Grants in Kita Owari," and since 2020, we have been supporting civic activities in the five cities and two towns of Kita Owari (Komaki City, Kasugai City, Iwakura City, Konan City, Inuyama City, Oguchi Town, and Fuso Town) in cooperation with the NPO Machinetto Oguchi. Also In 2012, in collaboration with M-Bridge, a specified NPO in Matsusaka City, we launched the same program for four cities and towns in the area surrounding the Matsusaka Plant (Matsusaka City, Meiwa Town, Taki Town, and Odaimachi Town). In addition, in September 2016, in cooperation with the Ayabe Volunteer Center, we began providing subsidies to civic activity groups based in Ayabe City. Then, in fiscal 2017, we began providing grants to the eastern part of Shizuoka Prefecture (Susono City, Gotemba City, and Nagaizumi Town) in the area surrounding the Fuji Susono Plant in cooperation with Machi Terrace Works Association, expanding the number of grant areas to four.

In the future, we plan to expand this program to areas where the Sumitomo Riko Group has production bases.



Public review meeting held as a combined on-site and online event (November 28, 2020)

Applications for the subsidies will be announced by Sumitomo Riko or the organizations with which we collaborate.

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 Corporate Citizenship Employees, Local Communities, Global Environment

Contribution to the Promotion of Coexistence with the Natural Environment



Do what we can as a part of the natural ecosystem

In pursuing business activities, Sumitomo Riko not only promotes eco-friendly manufacturing but also encourages each employee to do what he or she can as a part of the natural ecosystem. We promote activities from cleanups of the immediate area to afforestation step by step.

Sumitomo Riko Afforestation Project

Sumitomo Riko (Tokai Rubber at the time) approves the aim of the Nagano Prefecture's re-forestation promotion project and concluded a "foster parent" contract on July 1, 2008, a contract with the municipal government of Ikeda-machi, Kitaazumi-gun in Nagano Prefecture. As part of activities to conserve the global environment, this promotes re-forestation for CO₂ sink.

Under Nagano Prefecture's evaluation/certification scheme for carbon absorption efforts, Sumitomo Riko receives certification for achieving absorption every year from the Nagano Prefectural office.

Nagano Prefecture started the scheme in 2009, and Sumitomo Riko was the first organization to be certified as a supporter. Accumulated absorption by fiscal 2020 is 2,477 tons.

Sumitomo Riko provides not only financial support but also sends volunteer employees to the forests twice a year: in spring and fall. These volunteers stay overnight near the project site, to spend two days conducting tree-thinning, pruning and planting operations under the instruction of local residents. In addition, volunteers participate in various programs, including hands-on agricultural experience seminars, cooking local cuisine and social gatherings to promote a friendly exchange with local residents in the Hirotsu district.



Sumitomo Riko Afforestation Project in Matsusaka

In support of Mie Prefecture corporation's re-forestation project, Mie Prefecture, Matsusaka City, local forest owners in Seizu and Sumitomo Riko (then Tokai Rubber) concluded a four-party agreement on the

five-year re-forestation project that covers the area of 24.5 hectares on August 26, 2010. We are the 19th company in Mie Prefecture to sign the contract, but the first in the prefecture to implement a four-company agreement with local cooperation and forest conservation activities in a contracted forest in which employees participate. The contract was renewed for the third time in fiscal 2020.

Every year in spring and autumn, employee volunteers engage in forest conservation activities and exchange activities with the local residents.



Tokai Chemical Industries Mitake-no-Mori Activities

In May 2017, Tokai Chemical Industries entered into an agreement with Mitake-cho and Gifu Prefecture for collaboration on forestation. With a view to realizing a sustainable low-carbon society and handing over a flourishing natural environment to the next generation, Tokai Chemical Industries' employees and other stakeholders provide support for the protection of forests owned by Mitake-cho, where Tokai Chemical Industries' headquarters plant is located, and for the rehabilitation of the Satoyama (woodlands near populated areas).

As certified by the governor of Gifu Prefecture, 290 tons of CO₂ will be absorbed through these forestation activities over the next 50 years.

In addition to monthly forest improvement activities by the employees, company-wide events are held three times a year, in spring, summer, and autumn, which include exchanges with local residents.



Cleanup Activities

At plants of Sumitomo Riko and group companies including Tokai Chemical Industries, employees regularly volunteer to conduct the clean-up of surrounding areas.



Initiatives for the Reduction of Plastics

○ Sales of PET bottles discontinued at Global Headquarters

~Initiatives to address marine pollution problems caused by plastic waste~

To help solve the problem of ocean plastics pollution, Sumitomo Riko launched an effort to reduce the use of plastic by discontinuing sales of PET bottled drinks and shifting to aluminum cans and other products. Before the discontinuation, an average of 780 plastic bottles a month, or approximately 10,000 bottles a year, were used at Global Headquarters in Nagoya. Our aim is to reduce that number to zero. This initiative will reduce CO₂ emissions by 80 g per 500 ml PET bottle, or approximately 748 kg a year. With the discontinuation of PET bottle sales, we are promoting the use of the tea dispensers installed in headquarters offices and encouraging employees to bring their own drink bottles.

Starting with the discontinuation of sales at the Global Head Office in fiscal 2019, plastic bottle-free vending machines will be introduced at the Saitama Plant in fiscal 2021.

Sale of PET bottles have been discontinued at Global Headquarters first, and the shift to canned drinks will be gradually extended to all Sumitomo Riko Group locations in Japan by 2030, the target deadline for the SDGs.

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Corporate Citizenship

Employees, Local Communities

Support for Volunteer Activities of Employees



Encourage volunteer activities that local communities will appreciate and employees can obtain satisfaction

With the aim of promoting activities through the participation of individual employees, Sumitomo Riko supports employees' volunteer activities that local communities will appreciate and the volunteers can obtain satisfaction.

Sumitomo Riko Attaka Club

The "Sumitomo Riko Attaka Club" is a volunteer organization that consists of current and former employees of the Sumitomo Riko Group. Throughout the year, the club conducts independent projects and participates in projects organized by other organizations and volunteer activities for civil activities organizations. Over 1,400 members (as of the end of May 2021) of six local clubs, such as the Komaki Club, etc. are engaged in various activities.



Since it was first established, the Sumitomo Riko Attaka Club has been operating a points program as an incentive, with 20 points awarded for each volunteer activity its members participate in. Those who have collected 200 points become eligible to receive certification and make a donation to their preferred civil activities organization with one Attaka point equivalent to 10 yen, while various organizations receive that donation every year.

Within the CSR Planning Office, there is the "Sumitomo Riko Attaka Support Center", which serves as a window role to support the activities of the Sumitomo Riko Attaka Club, a volunteer organization of employees. In addition, the "Sumitomo Riko Attaka Support Center Branch" has been set up within the general affairs section of each manufacturing plant to provide support for the volunteer activities of employees. Further, as an information system to support the volunteer activities of the "Sumitomo Riko Attaka Club," we have established the "Sumitomo Riko Attaka Net" website. This website provides information about volunteer activities planned by the company, the club as well as external information offering organizations, and does matching.

The Sumitomo Riko Attaka Fund (General Incorporated Foundation)

The "Sumitomo Riko Attaka Fund" supports monetary donations by employees. Registered employees donate anywhere between one to ten "donation units". One "unit" is equivalent to 100 yen and a maximum of ten units are deducted from their salaries. As a matching contribution, the Company donates the same amount to the Fund. The Fund is used to support the "Sumitomo Riko Attaka Club", organizations tackling social issues and disaster victims. Based on this Fund, Sumitomo Riko started the "Attaka Tickets Project" in 2013 to support victims of the Great East Japan Earthquake and began participating in a project to establish the Aichi model for education using donations in 2018. About 500 employees were registered with this Fund as of the end of May 2021.

The Fund became a "general incorporated foundation" in November, 2014.

Sumitomo Riko "Pro Bono" Program

To further promote employee participation in society, Sumitomo Riko has been implementing the Sumitomo Riko "Pro Bono Program" since 2013.

"Pro bono" means voluntarily work by professionals contributing to society by using their specific knowledge and skills acquired through their professions.

Under this program, participants receive six-time preliminary training sessions, jointly with those of other companies, for the purpose of providing consulting services to non-profit organizations (NPOs) in Central Japan Area. Afterwards, members are selected and they can provide consulting services to NPOs. The program gives employees great opportunities for making exchanges with other departments within Sumitomo Riko and expanding their horizons to areas beyond the company.

This program entered its eighth year in 2020, and a total of 57 people from Sumitomo Riko have participated so far. Members received various preliminary training from lecturers of several companies, the administrators, universities, and non-profit organizations (NPOs) who are active in the front-lines, and then provided consulting services for civil organizations such as NPOs. Sumitomo Riko will keep promoting this program as a social contribution activity which returns working experiences to societies, and actively supporting employees' participation in society.



Participation in the TABLE FOR TWO (TFT) Program

Of the world's 7 billion people, about 1 billion suffer from hunger and malnutrition, while nearly 2 billion are obese due to overeating. In order to solve this serious food imbalance, TABLE FOR TWO was established in Japan in the fall of 2007.

When you eat a meal with fewer calories to prevent obesity and lifestyle-related diseases, 20 yen per meal will be donated to school lunches for children in developing countries through TFT. For every meal eaten in developed countries, one meal is given to a developing country under this system.

Sumitomo Riko endorsed this activity and started the program at Komaki Plant in 2015 as part of the social contribution activities of its employees. Since then, Matsusaka Plant and Fuji-Susono Plant have joined the program, and the cafeterias at all three sites have been implementing the program. Thanks to the cooperation of many people, we have been able to deliver a total of 765,220 yen and 38,261 meals (as of March 2021). This initiative also contributes greatly to the "SDGs", the 17 sustainable development goals set by the United Nations to be achieved by 2030.



	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	total
Amount of money	120,240	170,240	158,040	148,140	130,540	38,020	765,220yen
Number of meals	6,012	8,512	7,902	7,407	6,527	1,901	38,261meals

Volunteer Leave and Leave-of-absence System

Sumitomo Riko established a volunteer leave and leave-of-absence system in 1999 and employees can take up to 3 days volunteer leave and up to 3 years as a leave of absence.

We think that contributing to the development of society and culture through participation in social activities will establish attractive corporate culture and develop better professionalism by fostering citizenship, social skills and cultural awareness of employees.

 SUMITOMO RIKO Company Limited

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Corporate Citizenship

Employees, Local Communities

Activities of Sumitomo Riko Group Overseas



Developing unique activities as a global company in each country based on the philosophy

In overseas offices, Sumitomo Riko is developing activities for each country in line with our corporate philosophy on social contributions and activities policy.

Poland's SKR-P conducts SDGs-related youth support project, "Let's Transform the World Together!"

Seeing contributions to the local community as an investment in the future, SumiRiko Poland Sp. z o.o. (SRK-P) has been conducting corporate citizenship activities since 2000 to improve its corporate and public value.

The objective of its "Let's Transform the World Together!" project is to encourage junior and senior high school students to think about how to inculcate the SDGs in the community and about what they themselves can do to realize that aim, and to foster their ability to plan and execute projects. The students are divided into groups and asked to discuss projects that would contribute to achieving Goals 6, 12, and 13 of the SDGs. The groups then submit a proposal, with the best ones selected to receive financial support from SRK-P for their implementation. In fiscal 2018, SRK-P launched workshops in December for students of three schools in the city of Wolbrom, where SRK-P is located. Five projects were implemented under the program in April 2019. In fiscal 2020, due to the impact of the spread of the new coronavirus, the face-to-face activity program was changed to ways that can be implemented even under the Corona pandemic such as an online SDGs workshop, and activity support financial award based on the number of votes cast for the organization by students.

The NGOs that were selected by the students' votes will be working with SRK-P as SDGs partners to promote the SDGs in the region.



University Scholarship Programs at Group Companies in the US

Both SumiRiko Ohio, Inc. (Former DTR Industries, Inc.) and SumiRiko Tennessee, Inc. (Former DTR Tennessee, Inc.) located in the US established four-year University Scholarship Programs. SumiRiko Ohio, Inc. and SumiRiko Tennessee, Inc. offer scholarships to approximately 10 outstanding graduates of Bluffton High School and high schools in Greene County and Claiborne County respectively (after screening).





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Supply Chain

Shareholders and Investors, Suppliers and Other Trade Partners

CSR Management on Supply Chain



Commitment

Message from the officer in charge

Amid rising expectations of stakeholders on the commitment of companies towards corporate social responsibility (CSR), we are now facing a time where the quality of CSR activities at suppliers and other trade partners is questioned. In order to meet these expectations, Sumitomo Riko Group has been focusing on CSR activities in the supply chain, including the formulation of the Supplier CSR Guidelines. Since 2014, we have been promoting activities from a Group/Global perspective under the CSR Committee (currently the CSR Sustainability Committee).

At present, in order to conduct stable business activities, the Sumitomo Riko Group has formulated a business continuity plan (BCP) with the cooperation of our suppliers around the world, and in addition to measures for environment and compliance issues, we are promoting activities that emphasize the principles of the United Nations Global Compact, to which we are a signatory, across the Group and globally. We need the support and cooperation of our stakeholders, above all, of our suppliers, to ensure the success of these initiatives. I would greatly appreciate our stakeholders' further understanding, cooperation and guidance.



Hirohisa Maeda

Director and Senior Managing Executive Officer

Approach to Procurement

Sumitomo Riko's procurement activities are governed by its Basic Policy on Transactions and its Code of Conduct, which were established in May 2006. We issued the CSR Guidelines for Sumitomo Riko Group Suppliers in November 2011. In October 2014, taking the opportunity of our endorsement of the United Nations Global Compact, we revised the CSR Guidelines for Sumitomo Riko Group Suppliers by adding responses to conflict minerals, anti-corruption measures and other items. In August 2019, with the formulation of our mid-term business vision, the Sumitomo Riko Group 2022 Vision, we further revised the

Guidelines to reflect the Sumitomo Riko Group Corporate Action Charter.

We have declared to internal and external stakeholders that we will operate our business in compliance with the Basic Policy on Transactions, the Code of Conduct, and the Guidelines. We also seek our suppliers' cooperation in order to ensure transparency. For example, we request our suppliers to inform the point of contact for compliance-related matters if they detect any inappropriate behavior in our procurement activities.

○ Basic policy on transaction

We consider Sumitomo Riko and its suppliers to be partners on an equal footing, and therefore we ensure that all transactions are conducted in a fair and transparent manner and that promises and contracts are always respected.

○ Code of conduct (For Sumitomo Riko Employees)

1. The selection of clients should be implemented in accordance with guidelines related to procurement. (We never decide and support a specific supplier due to personal reasons.)
2. All determinations on terms and conditions of transaction and releases of information to clients should be made in a fair manner.
3. Sumitomo Riko shall pay significant attention to management of the confidential information regarding suppliers and must not use such information for any purposes other than procurement activities.
4. Sumitomo Riko must not accept from its suppliers, nor ask a supplier for, any remuneration such as a gift or entertainment that exceeds the scope of social norms.

○ Reaction to violations

If our employees violate the matters outlined above, we will take firm action as specified in employment regulations.

○ Basic Transaction Agreement

In fiscal 2018, we revised the template of the basic transaction agreement, which we conclude with our suppliers. Provisions on matters, such as ensuring compliance with laws and regulations, protection of personal information, elimination of antisocial forces, and promotion of socially responsible procurement, were newly included. In the agreements with our suppliers, we have clarified our resolve to promote socially responsible procurement throughout the supply chain in cooperation with our suppliers.

○ Sumitomo Riko Group Supplier CSR Guidelines

We distribute the "Sumitomo Riko Group Supplier CSR Guidelines" to our suppliers to communicate our approach to socially responsible procurement and the specific code of conduct. We also request our

suppliers to communicate Sumitomo Riko's policy on socially responsible procurement to their suppliers so as to promote socially responsible procurement throughout the supply chain.

 CSR guidelines for suppliers, English 3rd edition (515KB)

 CSR guidelines for suppliers, Japanese 3rd edition (446KB)

 CSR guidelines for suppliers, Chinese 3rd edition (467KB)



To display and print PDF files of web contents, Adobe Acrobat Reader is required. Adobe Acrobat Reader can be downloaded from the website of Adobe Systems free of charge.

Supply Chain Promotion Structure

In July 2014, Sumitomo Riko established the Supply Chain Committee as a subordinate organization of the CSR Committee, and has been building an organizational structure to respond to the globalization of the Group and the increasing complexity of its supply chain. In succession to this committee, the CSR Sustainability Committee will check and guide the implementation status of various activities related to CSR procurement (environmental measures, compliance measures, risk management measures, etc.) within the Group, and share and collaborate with suppliers to develop and strengthen CSR procurement throughout the supply chain.

Mid-term Vision for Procurement Activities

In procurement activities conducted across the business units, including domestic and overseas Group companies, the Group will systematically implement the following four items to strengthen cooperation with suppliers and pursue enhancement of management functions and mitigation of latent risks by increasing efficiency and speed in procurement management operations.

1. Strengthening of the supply chain:

We will strengthen mutual communication with suppliers, through unified management of information related to transactions with suppliers, CSR questionnaire surveys, etc., in order to implement socially responsible procurement and will strengthen the foundation for procurement management.

2. Legal, regulatory and contract-related matters:

We will collaborate with our suppliers to ensure compliance with laws and regulations and promotion of socially responsible procurement, in order to meet customer expectations by implementing a procurement system capable of responding to the evaluations of third-party auditing organizations, such as the Responsible Business Alliance (RBA)*.

3. Crisis management:

We will enhance supplier information in order to further strengthen the risk management structure globally.

4. Education and awareness-raising activities:

We will seek to increase understanding and awareness of procurement-related compliance by

continuously engaging in education and awareness-raising activities within the Group by utilizing training and e-learning.

* RBA:

The Electronic Industry Citizenship Coalition (EICC) changed its name to the Responsible Business Alliance (RBA) in October 2017. The RBA is an NGO which major electronic products manufacturers established in 2004 to strengthen efforts to address social, environmental, and ethical issues concerning supply chains by preparing and following a common code of conduct. The RBA independently conducts surveys and audits of the state of compliance with the code.





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Supply Chain

Shareholders and Investors, Suppliers and Other Trade Partners

CSR Activities on Supply Chain



Strengthening the Supply Chain

Monitoring of the status of CSR activities

To practice socially responsible procurement together with our suppliers, we request our suppliers to promote activities that adhere to the Sumitomo Riko Group Supplier CSR Guidelines issued in 2014. Since fiscal 2016 we have been conducting CSR questionnaire surveys of our suppliers as a tool for them to review the extent to which they are compliant with codes of conduct on CSR, and to identify current and future issues.

In fiscal 2019, we were able to conduct CSR questionnaire surveys of suppliers accounting for at least 90% of the value of procurement in Japan, a target declared in the Sumitomo Riko Group 2022 Vision (2022V), confirming the status of their CSR activities and providing them with feedback. Going forward, we intend to expand the targets of the questionnaire survey to suppliers of Group companies globally.

Through these activities we will work to establish a more robust supply chain by deepening communication with our suppliers and supporting their efforts, as well as informing them of our CSR procurement policy.

Status of CSR Survey Implementation and Future Targets

Fiscal year	Results for FY2016 to FY2020	KPI	FY2021 Plan
Subject suppliers and number of suppliers	Domestic (non-consolidated): 289 companies Domestic Group: 209 companies Overseas Group: 62 companies	Complete CSR questionnaires for suppliers accounting for at least 90% of domestic procurement by FY2020 → Achieved ahead of schedule	Expansion to domestic suppliers that are small and medium-sized companies and highly dependent on us Domestic (non-consolidated): 42 companies Domestic group: 22 companies


Legal, Regulatory and Contract-related Matters

Environmentally conscious procurement

Our Green Procurement Standards for Suppliers identify "prohibited substances" and "substances for which monitoring is required" as defined by laws and regulations as well as additional substances in those categories specified by our customers. The Green Procurement Standards for Suppliers have been revised as necessary to reflect changes in environmental regulations.

In response to the enforcement of the REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) EU Regulations, we have required our suppliers to observe the REACH Regulations since January 2008. We also hold briefings for suppliers of materials and components. In these ways, we are striving to raise awareness of our suppliers about REACH and ensure compliance.

At Sumitomo Riko, we will continue reviewing our Green Procurement Standards for Suppliers to reflect changes in environmental regulations in Europe and around the world, and promote a shared understanding among our customers and suppliers.

 [Green Procurement Standards for Suppliers \(Japanese only\)](#)



To display and print PDF files of web contents, Adobe Acrobat Reader is required. Adobe Acrobat Reader can be downloaded from the website of Adobe Systems free of charge.

Sustainable procurement of natural rubber

Sumitomo Riko vigorously promotes dialogue with its suppliers, and we are also progressively ascertaining the status of the CSR activities of our secondary suppliers, in addition to those of our primary suppliers. In particular, as for our efforts in the area of natural rubber, which we procure mainly from Southeast Asia, our officers and employees in charge of procurement visit processing plants in the supply chain to confirm that there are no particular problems related to labor practices, human rights, health and safety, and environmental protection. In 2016, we visited two companies in Thailand; in 2017, six natural rubber plantations and natural rubber processing companies in Indonesia, Malaysia, and Vietnam; in 2018, five companies in Thailand, Indonesia, and Vietnam; in 2019, one company in Thailand; and in 2020, we visited one company in Thailand. Going forward, we will continue this on-site inspection and confirmation program with the cooperation of our overseas procurement sites in each area.



Related information: [▶ Archive](#)

Stance on conflict minerals

In 2012, Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act came into force with the aim of stopping armed groups engaged in abuse of human rights in the Democratic Republic of Congo (DRC) and adjacent countries from funding the sale of certain minerals. Section 1502 requires companies that are publicly listed in the U.S. to report any usage of such "conflict minerals" (gold,

tantalum, tin and/or tungsten) to the U.S. Securities and Exchange Commission. We conducted a survey to ascertain usage of such minerals by our Group companies and our suppliers. The survey indicated that a number of tin, tantalum, and tungsten compounds are used in our production processes, but that production and trade of none of them have contributed to conflict financing. We continue to conduct a periodic survey in cooperation with suppliers and report the results to customers in a conscientious manner.

Crisis Management

Sumitomo Riko has compiled a list containing the basic information regarding our global suppliers and continues to promote the establishment of foundations for swift information gathering and dissemination at times of earthquakes and other disasters. In 2016, by incorporating information about our secondary suppliers, including suppliers of principal raw materials, we established a system for disseminating information to suppliers in a timely manner in the event of an earthquake or other disaster and for confirming the safety of suppliers, including any impact on supply. This system allows us to take swift initial action and to implement subsequent measures in response to the situation.

Going forward, we will continue to promote establishment of business continuity plans (BCPs) worldwide in cooperation with our suppliers and strengthen our crisis management capabilities.

Education and Awareness-raising Activities

Every year Sumitomo Riko holds an in-house seminar on the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors (Subcontractors Act) for all employees of the Group in Japan, with the head of the procurement department serving as the lecturer. The Global Purchasing Headquarters and the Purchasing Division of each business unit, as the department responsible for education and awareness-raising within the business unit, conduct education and awareness-raising activities in line with actual business practices, and at the request of related departments and affiliates, provide meticulous on-site training that emphasizes question-and-answer sessions from a practical perspective.

Furthermore, education and training for new employees and younger employees as well as e-learning on compliance for all employees are provided periodically to enhance understanding and raise awareness.

In March 2015, we established the Sumitomo Riko Group's procurement rules in Japanese, English, and Chinese and applied the rules to subsidiaries and affiliates overseas. We are striving to inculcate socially responsible procurement throughout the Group worldwide. To that end, procurement manager meetings are held in each overseas area, while for suppliers, we hold workshops on socially responsible procurement at suppliers' meetings.

 **SUMITOMO RIKO Company Limited**

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Quality

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Quality Management



Commitment

Message from the Chairperson of Quality Committee

The Sumitomo Riko Group positions Safety, Environment, Compliance, and Quality (S.E.C.-Q) as the basis of its business operations.

From fiscal 2017, as a sub-committee of the CSR Committee, the Quality Committee pursued activities to check the state of compliance with laws and ordinances, contracts, and rules, focusing on quality compliance issues. From fiscal 2020, discussions on compliance were left to the existing Compliance Committee, and the Quality Committee became independent from the CSR Committee to report and discuss the progress of quality improvement activities in each business division based on the company-wide quality activity policy and activities to prevent the recurrence and horizontal deployment of important quality problems. As a result, the number of critical quality issues is on a downward trend, but the activities to prevent recurrence and horizontal deployment are not yet sufficient. In fiscal 2021, the committee will follow up on the status of the completion of fundamental measures by going into the root causes of individual critical quality issues.

With the Quality Committee as the cornerstone, aiming at achieving product quality that is trusted around the world, we will strengthen the quality assurance system of the globally expanding Sumitomo Riko Group in line with the changing times and increasingly sophisticated customer requirements by appointing committee members from across the organization. The present-day Sumitomo Riko Group embodies a long tradition of excellence in manufacturing. Having established the Quality Committee, we are redoubling our efforts to offer products of superior quality and contribute to development of society as a "Global Excellent Manufacturing Company," that is, a company contributing to safety, comfort, and the environment for people, society, and the earth. I will be delighted if this website assists our stakeholders in their understanding of the Group's commitment to quality and request your continuing support.

**Shinichi Waku**Chairperson of Quality Committee
Director and Managing Executive Officer

Basic Approach to Quality

The Quality Committee and the Quality Assurance Headquarters are spearheading quality improvement activities throughout the Sumitomo Riko Group in accordance with the Sumitomo Riko Group's quality control policy. Our quality assurance systems geared to the needs of an aspiring global enterprise assure superior product quality and safety.

Sumitomo Riko Group's quality control policy

The Sumitomo Riko Group is committed to offering its customers worldwide attractive products that are attuned to their needs. To fulfill our mission, we are pushing forward with quality improvement activities throughout the Sumitomo Riko Group, adhering to our company-wide quality policy: "Every member of the Sumitomo Riko Group will accumulate improvements and pursue the customer-first and quality-first principles globally. —Ensuring compliance with the basics of work is the first step for 'Ji-Kotei-Kanketsu (JKK)'.—"

Approach to quality assurance in the Sumitomo Riko Group

The Sumitomo Riko Group ensures quality by applying the following two approaches in the pursuit of safety and security.

The first approach is "Ji-Kotei-Kanketsu (JKK)." JKK emphasizes that each employee should have a sense of ownership that encourages him or her to fulfill his or her duty at each process of product design, pre-production, and mass production so that no defect proceeds to subsequent processes. (See Fig. 1.)

The second concept is "Appropriate Quality Governance". We pursue "Peace of Mind" by conducting quality risk management through "provision of products and services to customers and quality risk management" by business units and responsible quality assurance departments, and "monitoring, support and guidance for quality risk reduction" by the group-wide quality assurance department (see Figure 2).

Fig. 1: Ji-Kotei-Kanketsu (JKK) – Defect-free

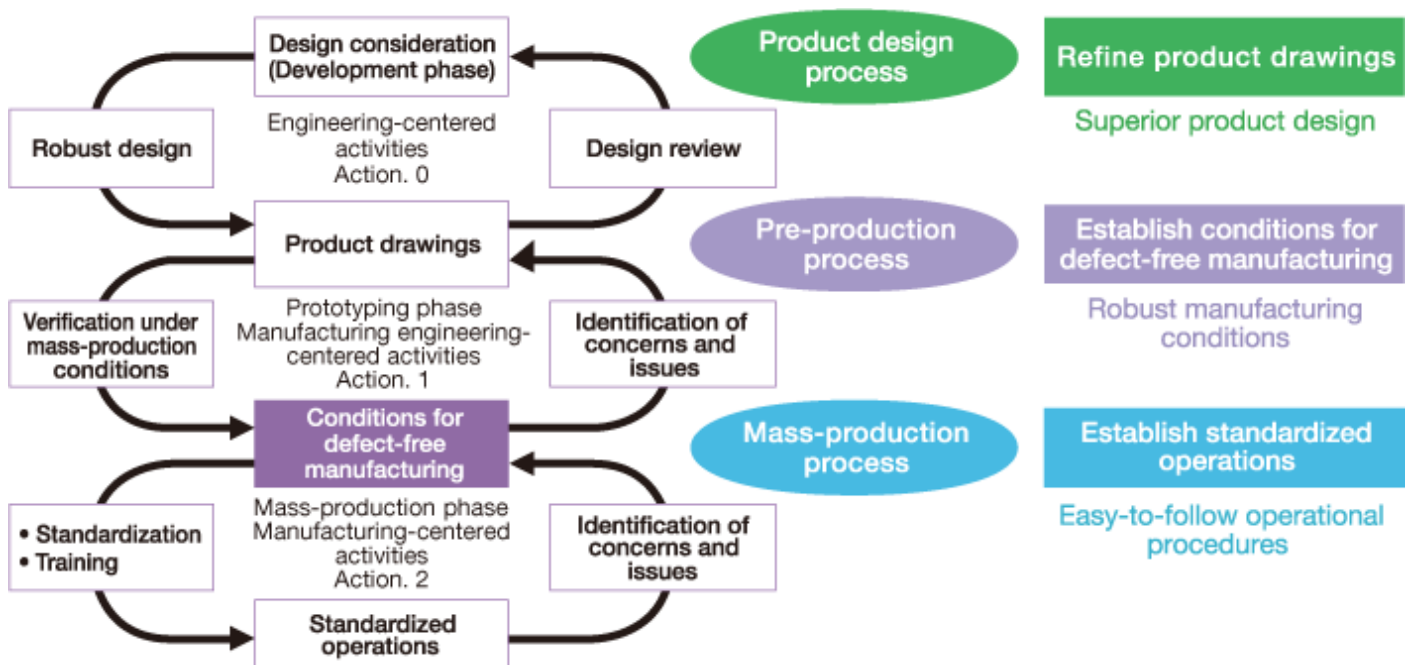
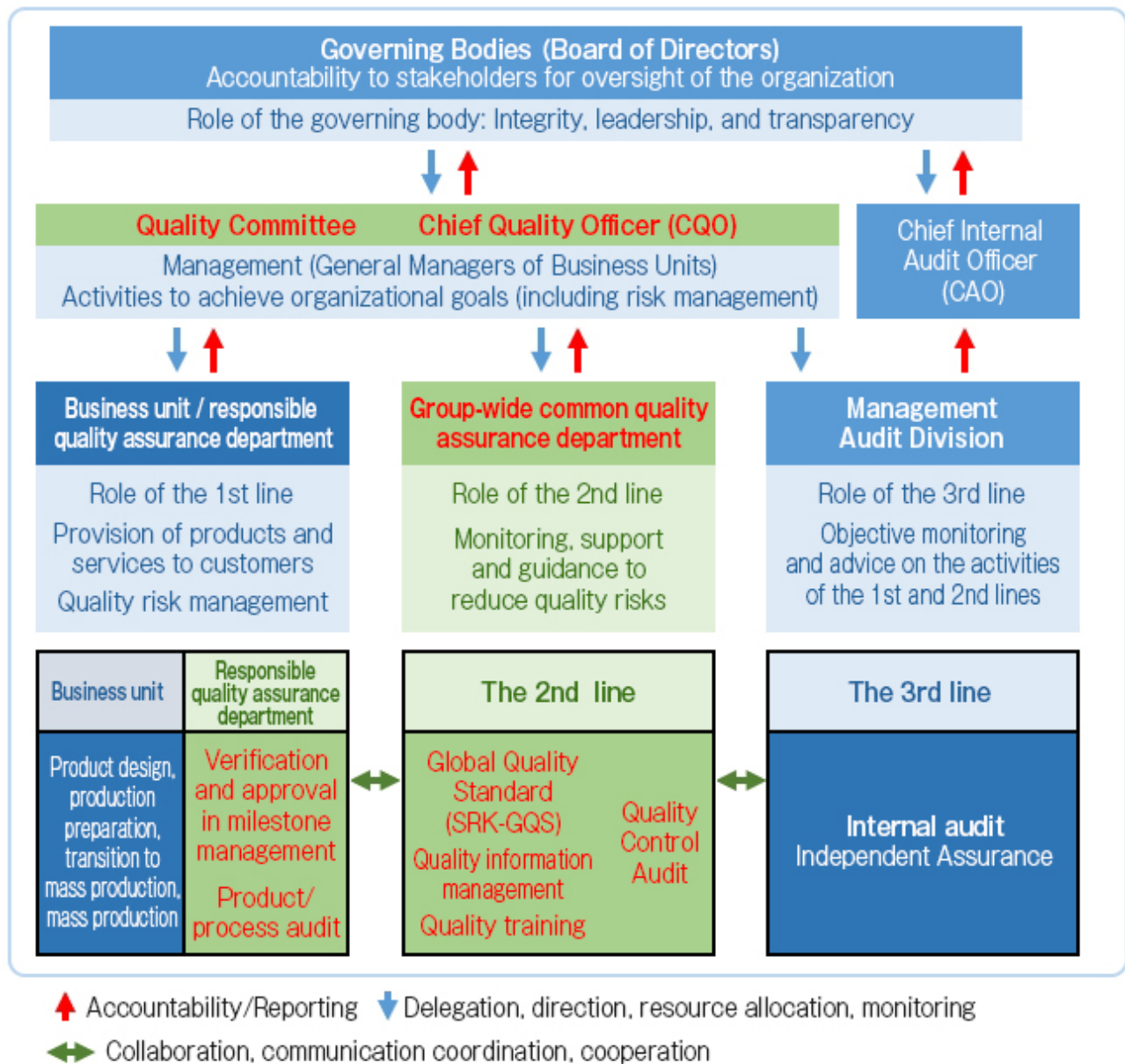


Fig. 2: Appropriate quality governance — Reliability



Mid-term Vision for Quality and Product Safety

To achieve the 2022V vision in quality-related organizations, the Sumitomo Riko Group will globally implement the following three measures as priority activities.

1) Quality assurance system

By constructing quality assurance systems that have the SRK-GQS as superordinate standards and are aligned with the standards of each business unit, realize globally consistent levels of quality, eliminate major quality problems, and link these successes to improvement in customer satisfaction.

○ 2) Quality governance

Strengthen quality monitoring to enable management to make appropriate judgments and build a global quality governance structure. Furthermore, to respond to quality risks, globally implement quality control audits to monitor whether there has been any misconduct and link them to the elimination of quality-related misconduct and major quality problems.

○ 3) Creation of a quality culture

Cultivate a corporate culture of quality-first, through the promotion of top-down, company-wide quality control activities and the establishment of position-specific quality education programs.

Quality Control Systems

○ Quality assurance systems

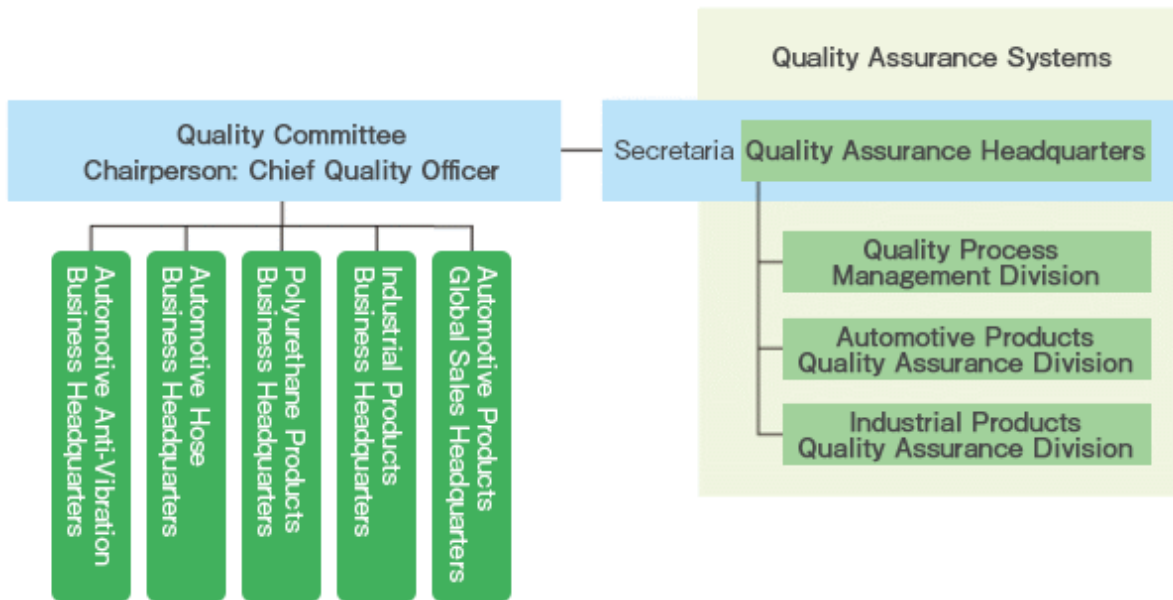
In 2016, Sumitomo Riko appointed a Chief Quality Officer (CQO) and established the Quality Assurance Headquarters, integrating the Group's quality functions.

With an organizational structure designed to ensure independence from business units and objectivity, the Quality Assurance Headquarters enhances the Group's quality assurance by strengthening the auditing function and has established a collaborative framework covering business units.

By implementing quality management systems exceeding customer expectations, we are able to supply our customers as well as all other stakeholders with safe, reliable products that offer them peace of mind.

○ The Quality Committee

The Sumitomo Riko Group has added Quality (Q) to Safety, Environment, and Compliance (S.E.C.), which are the basis of its business operations, from fiscal 2017 onward, changing it to S.E.C.-Q. In line with this, we have established the "Quality Committee" to strengthen the function of monitoring whether the PDCA cycle for quality is being implemented.





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Quality

Shareholders and Investors, Suppliers and Other Trade Partners, Employees, Global Environment

Activities of Quality Management



Quality Assurance Systems

○ Acquisition of certifications for quality management systems

The Sumitomo Riko Group's quality assurance system is based on IATF16949, the international standard for automotive products, and the General Industrial Products Division also strives for continuous improvement of product and market quality through the reliable implementation of ISO9001. We are also actively working to establish quality assurance systems at our overseas bases, and are aiming to obtain IATF or ISO certification for all bases. Currently, 10 sites in Japan and 49 sites overseas, for a total of 59 sites, have obtained certification.

○ Quality assurance systems based on SRK-GQS

In the context of the Sumitomo Riko Group's ongoing globalization, due to the need to establish uniform rules that will be observed by all Group companies, the Sumitomo Riko Global Quality Standards (SRK-GQS) were established. Based on ISO 9001 and IATF 16949 and incorporating Sumitomo Riko Group best practices, the SRK-GQS prescribe matters whose observance throughout the Group is mandatory. SRK-GQS consists of three levels: Level 1, which indicates the guidelines that form the axis of quality assurance activities; Level 2, which describes the business standards that clarify the management of milestones from product planning by each business unit to mass production; and Level 3, which prescribes the actual individual tasks.

In fiscal 2020, we have revised and issued milestone standards (Level 2) and practical work procedures (Level 3) for the Anti-Vibration Business Divisions and the Seal Business Division, and began implementing them. In fiscal 2021, we will review the standards of the Automotive Hose Business Divisions and the Industrial Products Business Divisions.

○ Audit of suppliers' quality systems

In order to reinforce the quality assurance system of the Sumitomo Riko Group, we have been executing suppliers' quality system audits since fiscal 2011. For this audit, each manufacturing site is audited based on the global common check sheet covering all items indispensable for establishing a quality assurance system, including top management.

In fiscal 2020, we conducted renewal audits of suppliers and audits of new suppliers for a total of 36

companies. In fiscal 2021, we plan to conduct audits of 25 new suppliers and we will further strengthen and improve our quality assurance system.

Quality Governance

Quality control audit

The Sumitomo Riko Group introduced quality audits from the viewpoint of internal control to monitor whether there is any wrongdoing in fiscal 2016. We have been executing this "quality control audit" globally.

From fiscal 2020 onward, in addition to the content of the quality control audits conducted so far, we are also conducting additional contract performance audits to ensure that the content of contracts with customers is being properly executed, in an effort to raise the level of quality control audits. Under the COVID-19 pandemic, we are in the process of implementing these audits for all business units in Japan.

Creation of a Quality Culture

The Day of Q

With the aim of fostering a corporate culture that puts quality first, in fiscal 2019 we designated the 9th, 19th, and 29th of each month as "the Day of Q" throughout the Company, a day on which quality-related work is prioritized.

In fiscal 2020, we are aiming to improve product quality, operational quality, and communication, and are expanding our activities to 11 domestic group companies as well as Sumitomo Riko non-consolidated. In each division, the activities have been useful in revitalizing communication between supervisors and subordinates, and the results of the activities have been preserved and made our asset as "Work Standards and Procedures". We will continue these activities in fiscal 2021, and if there are any deficiencies in applying the created work standards and procedures, we will continue to promote improvement working activities (running the SDCA cycle).

Re-do Zero Activity

In our company, we are promoting the "Re-do Zero Activity" as an activity in which each and every staff member practices daily work based on the concept of "Ji-Kotei-Kanketsu (Own Process Completion)". This activity started with the corporate division in 2016, and was expanded to the business divisions in 2017, and is now firmly established as a company-wide activity.

This activity is based on the concept of "Stopping, Reducing, or Replacing" troublesome or bewildering tasks at each workplace in daily work, which has been improving the quality of work, contributing to the improvement of staff productivity, and creating job satisfaction and vitality for workplace members.

In fiscal 2020, 15 departments' case studies were disclosed to the entire company as examples of activities that can be used as reference, and the president gave commendations to good cases. We are also working to develop certified instructors who can correctly instruct the concept of "Ji-Kotei-Kanketsu (JKK, Own Process Completion)", and have trained 23 people as certified instructors to date. In fiscal year 2021, we will continue to promote the "Re-do Zero" activities, making effective use of the Day of Q, including overseas and group companies.

Recognition Received from Customers

The Sumitomo Riko Group engages in improvement activities focusing on quality, cost, and delivery at business sites in Japan and around the world. In fiscal 2020, 12 bases (4 in Japan and 8 overseas) received 27 awards (7 in Japan and 20 overseas).

○ FY2020 Supplier Awards

○ Japan

Customer	Award	Awardee	Region
Toyota Motor Corporation	New MIRAI Project Award	Sumitomo Riko Company Limited	Japan
Hino Motors, Ltd.	Quality Control Cooperation Award	Sumitomo Riko Company Limited	
Toyota Boshoku Kyushu Corporation	Safety Division Excellence Award	Tokai Chemical Industries, Ltd.	
Toyota Boshoku Corporation	Technology Development Award	Tokai Chemical Industries, Ltd.	
Oita Canon Materials Inc.	Best Quality Award	SumiRiko Oita Advanced Elastomer Company Limited	
Canon Precision Inc.	Quality Excellence Award	Sumitomo Riko Company Limited	
Caterpillar Japan LLC	Supplier Quality Excellence Process Platinum Award	Sumitomo Riko Hosetex, Ltd.	

○ Overseas

Customer	Award	Awardee	Region
TIANJIN INTEX AUTO PARTS CO., LTD.	Cost Improvement Award	TCT	China
GAC Toyota Motor Co., Ltd.	Quality Cooperation Award	TRJ	
GAC Toyota Motor Co., Ltd.	Quality Cooperation Award	TRG	
GAC Toyota Motor Co., Ltd.	Own Process Completion Quality Improvement Breakthrough Award (+ Sparkling Quality People)	TRG	
GAC Mitsubishi Motors Co.,LTD.	5-Star Quality Award (4-year performance) Ceremony	TRG	

Customer	Award	Awardee	Region
GAC Mitsubishi Motors Co.,LTD. (Engine Plant)	Quality Excellence Award	TRG	
Dongfeng Nissan Passenger Vehicle Company	2020 Nissan Quality Award (RQA) 2020 Nissan China Quality Award	TRG	
Tianjin FAW TOYOTA Motor Co.,Ltd.	Supply Response Contribution Award	TRT	
Isuzu Motors Co., (Thailand) Ltd.	Supplier Evaluation Certificate	SRK-ER	Thailand
Toyota Motor Manufacturing Indonesia	Delivery Target Achievement 2020	TRHI	Indonesia
Toyota Motor Manufacturing Indonesia	Zero Defect Quality Achievment	TRHI	
Astra Daihatsu Motor	Superior Quality & Delivery Award 2020	TRHI	
Suzuki Indomobil Motor	Cost Performance Contribution 2W&4W	TRHI	
Honda Prospect Motor	Best QCC FY20	TRHI	
PT. Hino Motors Manufacturing Indonesia	Appreciation of quality achievement	TRID	
PT. Hino Motors Manufacturing Indonesia	Appreciation of delivery achievement	TRID	
Hitachi Construction Machinery (China) Co., Ltd.	Best Supplier Award	TRFH	China
Toyota Industry (Kunshan) Co., Ltd.	Overall Excellence Award	TRFH	
Sany Heavy Industry Co., Ltd.	Best Partner Award	TRFH	
Caterpillar (Suzhou) Co., Ltd.	SQEP GOLD MEDAL	TRFH	


SUMITOMO RIKO Company Limited
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Compliance

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Promoting Compliance



Commitment

Message from the Chairperson of the Compliance Committee

Inspired by the Sumitomo Spirit, which enjoins us to accord prime importance to integrity and sound management in business conduct and to refrain from imprudently pursuing easy gains, we position ensuring compliance as the foundation of our manufacturing and business operations. Our aim is not only to ensure legal compliance but also to fulfill our corporate social responsibility by always remaining true to the high ethical standards embodied in our corporate philosophy.

The mission of the Compliance Committee, whose membership comprises officers responsible for the business units, is to promote Group-wide compliance activities. Through global implementation of such measures as compliance risk assessment, compliance education and training of employees, and global monitoring, we strive to inculcate the importance of compliance throughout the workforce. I believe these activities are the foundation for the steady growth toward "Global Excellent Manufacturing Company" and also contributing the creation of social value by developing our corporate value and public value set in the Sumitomo Riko Group 2022 Vision (2022V) as the mid-term management vision.

I request our stakeholders for their understanding and further support concerning the Group's commitment to compliance.

**Hirohisa Maeda**Chairperson of Compliance Committee
Director and Senior Managing Executive Officer

Basic Approach to Compliance

The Sumitomo Riko Group is developing and operating a compliance structure based on the Sumitomo Spirit with the aim of practicing management that meets the expectations of all stakeholders by creating social values with enhancement of our corporate value and public value. We are placing particular importance on responding to the risk of violating laws and regulations accompanying the globalization of

business and development in new fields and creating an open and transparent corporate culture that forms the foundation of compliance.

Compliance Structure

The Sumitomo Riko Group has developed its compliance structure in accordance with its basic policy for internal control. We have established a Compliance Committee chaired by the Senior Managing Executive Officer, who is also a director, and regularly reports the status of its activities to the Board of Directors. In addition, general managers, managers, and supervisors at each workplace are appointed as compliance leaders (CL) to inculcate compliance awareness at workplaces.

Group companies are also developing their own compliance structures suited to their risk situations, based on the Basic Regulations on Group Compliance.

Compliance Action Guidelines and Education

Having established the Sumitomo Riko Group Global Compliance Action Guidelines, we are endeavoring to ensure penetration of the guidelines through periodic education for all Group company employees. The Sumitomo Group Global Compliance Action Guidelines are revised periodically. In the revision in April 2019, S.E.C.-Q. (safety, environment, compliance, and quality), which is the basis of our business operations, "Bad News First & Thanks," "ensuring of reliability of records and reports," and other items with an important bearing on the Group's fulfillment of its social responsibility have been added in line with the Sumitomo Riko Group 2022 Vision. Furthermore, items concerning initiatives to prevent any form of corruption have been added, following our endorsement of the Tokyo Principles for Strengthening Anti-Corruption Practices.

We provide systematic compliance education to all employees when they join the Company and according to positions, from non-managerial personnel to executives. Each year we conduct training on compliance with the principal laws and regulations, such as antitrust laws and anti-bribery and anti-corruption laws, for executive-level employees of Group companies worldwide. A total of 1,479 employees, 100% of the subject employees, at business bases around the world received this training in fiscal 2020.

* Content of the Sumitomo Group Global Compliance Action Guidelines

The Sumitomo Spirit, Sumitomo Riko Group Management Philosophy, Sumitomo Riko Group Corporate Action Charter, corporate ethics, Bad News First & Thanks, fair trade (compliance with antitrust laws), prohibition of money laundering, elimination of antisocial forces, prevention of bribery, respect of human rights and diversity, prohibition of conflict of interest, quality and safety, information security, co-existence and co-prosperity with communities and society, information on hotlines, etc.

Monitoring

If an important compliance problem arises, it must be promptly reported to the Compliance Committee and the departments concerned in accordance with the Compliance Regulations. Each department of Sumitomo Riko and consolidated Group companies reports the status of compliance problems to the Committee quarterly. Moreover, with "Bad News First & Thanks!"* as a slogan, we are working to cultivate a corporate culture where information on compliance problems is swiftly shared between the people in the

field and management.

For the reporting of compliance issues, the Compliance Committee has established a point of contact at an external law firm and an internal point of contact for Sumitomo Riko and its Group companies in Japan. A global hotline has also been established as a point of contact for overseas Group companies. No person who reports a compliance issue will suffer any disadvantage for doing so.

* Bad News First & Thanks!:

The Sumitomo Group's slogan meaning that managerial personnel and managers should report bad news first and management and executives should appreciate swift reporting of bad news. In light of lessons learned from the problem at the Matsusaka Plant after-mentioned, Sumitomo Riko is working to inculcate this practice throughout the Group.

Compliance Review Day

On January 25, 2012, the Company and employees of the Company were reported to the Public Prosecutor's Office on the grounds of violation of the notification obligation under the Industrial Safety and Health Act at the Matsusaka Plant. The problems were the according of priority to production over legal compliance and delays in reporting a compliance violation recognized in the workplace and in dealing with the matter. To ensure the lessons learned from this incident are never forgotten, the Company designated January 25 of each year as Compliance Review Day in 2013. Measures include messages from the President & CEO, seminars conducted by external experts, a compliance awareness survey, and provision of basic knowledge.

In 2016, two subsidiaries of the Company were subject to suspension for three months by the Acquisition, Technology & Logistics Agency because of erroneous entries in the inspection record for hose products manufactured and processed by the two subsidiaries. This was identified by internal inspections triggered by an employee report. Sumitomo Riko reported to the Agency voluntarily.

Regarding this matter, the "Bad News First & Thanks!" policy was adhered to in swift reporting of the matter to the authority and in responses. On the other hand, the problem revealed a lack of recognition by certain employees of the importance of ensuring trust in records and reports.

Therefore, from 2017 onward, "reliability of records and reports" was included as an objective of Compliance Review Day, alongside S.E.C.-Q. (safety, environment, compliance, and quality), which is the basis of our business operations, and the "Bad News First & Thanks!" policy. Initiatives have been strengthened to learn lessons from past experience.

Anti-corruption Initiatives

Having endorsed the United Nations Global Compact (UNGC) in 2014 and the Tokyo Principles for Strengthening Anti-Corruption Practices of the Global Compact Network Japan in 2018, Sumitomo Riko is implementing anti-corruption measures as the practical expression of management's commitment. The details of anti-corruption activities are reported to the Board of Directors as part of the Compliance Committee's periodic activity report.

The anti-corruption policy is clarified in the Sumitomo Riko Group Global Compliance Action Guidelines, and concrete measures are implemented throughout the Group based on the Compliance Regulations. The anti-corruption policy and measures are instilled through annual education and training conducted worldwide. When starting transactions with an agent, consultant or other intermediary, we check the appropriateness of the transaction (due diligence). In addition, checking from the anti-corruption perspective is implemented in the routine payment management process.

 **SUMITOMO RIKO Company Limited**

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Top > Risk Management

Risk Management

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local communities, Global Environment

Risk Management

Risk Management Initiatives

The Risk Management Committee shares the results of annual risk surveys conducted at Group companies in Japan and overseas, selects important risks that should be recognized by the Group, and prioritizes responses.

The following is an introduction to the risks we recognize and the measures we are taking (excerpt).

Related information: [▶ Basic Approach to Risk Management and Risk Management Structure](#)

○ Business Continuity Risk

Large-Scale Disaster

We have formulated a Business Continuity Plan (BCP) to ensure a quick return to normal business activities in the event of an earthquake or other large-scale disaster. We started with the Automotive Anti-Vibration Business Divisions in 2010, and have now completed the formulation of BCPs for all domestic bases, including all the group companies. Currently, we are confirming the effectiveness of the BCPs, evaluating the linkage of each BCP, and conducting drills for further spiral improvement.

In addition, in 2018, we began creating a disaster initial response plan focusing on the initial response in the event of a large-scale disaster. We are conducting drills based on the prepared plan to improve the effectiveness of the plan. In addition, we are working to share information on the status of procurement in the event of disasters or accidents.

Infectious Diseases

In response to the outbreak of the new coronavirus infection, our company has established a system to respond quickly by setting our own phase-specific countermeasures linked to the regulations and restrictions issued by the national and prefectural governments. By expanding remote-work by promoting online operations, reviewing infection control measures including manufacturing process and cafeteria facilities, we are committed to thorough infection prevention measures. We will continue to operate with the safety and health of our employees as our top priority.

Based on the knowledge gained from these infectious disease countermeasures, we have formulated the "Sumitomo Riko Group Action Plan for Countermeasures Against New Infectious Diseases", which is a complete revision of the "Sumitomo Riko Group Action Plan for Countermeasures against Highly Virulent

New Influenza" created in 2011, and are working to expand our crisis management system. From now on, we will strive to strengthen the countermeasures against infectious diseases and business continuity throughout the Group by spreading the action plan to overseas group companies as well. Related information: [▶ Response to Covid-19 Pandemic](#)

○ Risks of Information Leakage

Protection of Personal Information

In accordance with the "Personal Data Protection Policy" and "Basic Rules for the Protection of Personal Information," we handle the personal information of our customers, business partners, and employees in an appropriate manner while complying with the laws and other regulations regarding the protection of personal information.

In addition, in response to the EU General Data Protection Regulation (GDPR) and other global trends toward tighter regulations, we are working to respond to revisions of the legal systems in each country and region, and the entire Group is strengthening its personal information management system and addressing the risk of information leaks.

Information Security Measures

As a basic policy for information security, we have formulated and are operating the "Information Security Rules" and related standards. Although the state of information security has been improving year by year, we will further strengthen the information management of domestic and overseas group companies to cope with new laws and regulations and risk threats, and strive to improve the level of information security on a global basis.

In addition, in response to the increasing risk of information security incidents such as data corruption and information leaks due to cyber-attacks around the world, we established and operated the Computer Security Incident Response Team (CSIRT) in 2017, a system to promote organizational measures throughout the Group.

In light of the increase in the frequency of remote-work due to restrictions on work attendance and business travel under Corona Pandemic since the end of fiscal 2019, we are working to reduce risks by developing a secure IT environment at home and expanding user education.

○ Security Export Control Risks

In order to comply with export regulations for the purpose of international security, we have established internal regulations for export control and have established an export control system with a director as the chief officer in charge.

When exporting, etc., we conduct appropriate screening of individual business negotiations and obtain individual export permits before carrying out export activities.

For employees and other related personnel, we conduct regular training based on the latest case studies, selected by the target group, in an effort to build awareness and acquire knowledge of security export control among related personnel. In addition, we constantly monitor the appropriateness of our activities by confirming the status of control within the company and at affiliates, and share information among internal departments and affiliates through the Risk Management Committee in order to reduce security export control risks for the entire Group.

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Disclosure Policy and Archives

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

Disclosure Policy and Archives

Disclosure Policy

Objective

Appropriately disclose information on public value (non-financial information) of Sumitomo Riko Group to investors, customers, suppliers, students, employees and all other stakeholders in order to gain understanding and thus enhance our corporate value.

Content

Consists of 1) Message from the President & CEO (Integrated Report), 2) Progress of the Mid-Term Management Vision 2022V, 3) Response to COVID-19 Pandemic, 4) Activity reports for each theme (CSR activity reports), 5) Stakeholder dialogue. With regard to 4), efforts are being made to understand the PDCA cycle of activities by referring to the GRI management approach (see [GRI Standard Reference Table](#)).

Scope of report

From April 1st, 2020 to March 31st, 2021 (Fiscal 2020). This report also refers to certain activities that are being undertaken in fiscal 2021 or were carried out in previous years.

Date of Update

September 21, 2021

Frequency of reporting

Annual

Reference guidelines


GRI (Global Reporting Initiative) and others

Related information: [▶ GRI Standard Reference Table](#)

○ Independent assurance

In order to ensure reliability (accuracy and objectivity) of information disclosed, assurance is provided by an independent organization and the independent assurance report is disclosed.

 Independent Assurance Statement on Environmental Data for FY2020

 Assurance Statement related to GHG Emissions Inventory 2020

CSR Information Site Archives

 CSR Information Site 2020 (6,814KB)

 CSR Information Site 2019 (7,961KB)

 CSR Information Site 2018 (5,173KB)


Integrated Report Archive

[▶ https://www.sumitomoriko.co.jp/english/ir/integrated_report.html](https://www.sumitomoriko.co.jp/english/ir/integrated_report.html)

CSR Report Archives

The CSR Report has been integrated into the Integrated Report since fiscal 2014.

○ English ver.

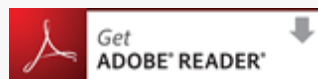
 CSR Report 2013 English ver. (PDF : 15,450KB)

 CSR Report 2012 English ver. (PDF : 3,421KB)

○ Chinese ver.

 CSR Report 2013 Chinese ver. (PDF : 13,050KB)

 CSR Report 2012 Chinese ver. (PDF : 3,421KB)



To display and print PDF files of web contents, Adobe Acrobat Reader is required. Adobe Acrobat Reader can be downloaded from the website of Adobe Systems free of charge.

 **SUMITOMO RIKO Company Limited**

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GRI Standards Reference Table

Shareholders and Investors, Customers, Suppliers and Other Trade Partners, Employees, Local Communities, Global Environment

GRI Standards Reference Table

Universal Standards

No.	Disclosure	Corresponding Part
GRI102 : General Disclosures 2016		
1. Organizational profile		
102-1	Name of the organization	▶ Company Profile
102-2	Activities, brands, products, and services	▶ Company Profile ▶ Products ▶ Securities Report (P.5, Japanese only)
102-3	Location of headquarters	▶ Company Profile
102-4	Location of operations	▶ Business Locations ▶ Global Network
102-5	Ownership and legal form	▶ Company Profile
102-6	Markets served	▶ Global Network ▶ Securities Report (P.7-8, Japanese only)
102-7	Scale of the organization	▶ Sumitomo Riko at a Glance ▶ Securities Report (P.2-3, 42, Japanese only)
102-8	Information on employees and other workers	▶ Securities Report (P.20-21, Japanese only)
102-9	Supply chain	-
102-10	Significant changes to the organization and its supply chain	▶ Integrated Report (P1-3)
102-11	Precautionary Principle or approach	▶ Risk Management ▶ Securities Report (P.28-29, Japanese only)
102-12	External initiatives	▶ Endorsement of External Initiatives
102-13	Membership of associations	▶ Endorsement of External Initiatives
2. Strategy		

No.	Disclosure	Corresponding Part
102-14	Statement from senior decision-maker	▶ Integrated Report (P1-8)
102-15	Key impacts, risks, and opportunities	▶ Business Policy ▶ Integrated Report (P1-8) ▶ Risk Management ▶ CSR/Sustainability Management Structure ▶ Sumitomo Riko Group 2022 Vision and SDGs ▶ Securities Report (P.12-13, Japanese only)
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	▶ Business Policy ▶ Corporate Action Charter ▶ Promoting Compliance
102-17	Mechanisms for advice and concerns about ethics	▶ Management System ▶ Promoting Compliance ▶ Securities Report (P.26-28, Japanese only)
4. Governance		
102-18	Governance structure	▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Management Structure ▶ Securities Report (P.26-27, Japanese only)
102-19	Delegating authority	▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Management Structure ▶ Securities Report (P.26-27, Japanese only)
102-20	Executive-level responsibility for economic, environmental, and social topics	▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Management Structure ▶ Securities Report (P.26-27, Japanese only)
102-21	Consulting stakeholders on economic, environmental, and social topics	▶ Corporate Governance ▶ CSR/Sustainability Management Structure ▶ Securities Report (P.26-27, Japanese only)
102-22	Composition of the highest governance body and its committees	▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ Securities Report (P.26-27, Japanese only)
102-23	Chair of the highest governance body	▶ Executive Management
102-24	Nominating and selecting the highest governance body	▶ Integrated Report (P9-10) ▶ Corporate Governance Report (P.5-10, Japanese only)

No.	Disclosure	Corresponding Part
102-25	Conflicts of interest	<ul style="list-style-type: none"> ▶ Notice of Convocation of the 133rd Ordinary General Meeting of Shareholders (P.6-14, Japanese only) ▶ Corporate Governance Report (P.4, Japanese only)
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> ▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Promotion Structure ▶ Securities Report (P.26-27, Japanese only)
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> ▶ Integrated Report (P9-10)
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> ▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Promotion Structure ▶ Securities Report (P.26-27, Japanese only) ▶ Corporate Governance Report (P.3, Japanese only)
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> ▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Promotion Structure ▶ Securities Report (P.26-27, Japanese only)
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> ▶ Management System ▶ CSR/Sustainability Promotion Structure ▶ Securities Report (P.26-27, Japanese only)
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> ▶ CSR/Sustainability Promotion Structure
102-32	Highest governance body's role in sustainability reporting	-
102-33	Communicating critical concerns	<ul style="list-style-type: none"> ▶ Integrated Report (P9-10) ▶ Corporate Governance ▶ CSR/Sustainability Promotion Structure ▶ Securities Report (P.26-27, Japanese only)
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> ▶ Securities Report (P.12-14, Japanese only)
102-35	Remuneration policies	<ul style="list-style-type: none"> ▶ Securities Report (P.38, Japanese only) ▶ Corporate Governance Report (P.2, Japanese only)
102-36	Process for determining remuneration	<ul style="list-style-type: none"> ▶ Securities Report (P.38, Japanese only) ▶ Corporate Governance Report (P.2, Japanese only)
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> ▶ Notice of Convocation of the 133rd Ordinary General Meeting of Shareholders (P.34-36, Japanese only)

No.	Disclosure	Corresponding Part
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-
5. Stakeholder engagement		
102-40	List of stakeholder groups	▶ Sumitomo Riko Group's Stakeholders
102-41	Collective bargaining agreements	▶ Good Labor-Management Relations
102-42	Identifying and selecting stakeholders	▶ Sumitomo Riko Group's Stakeholders
102-43	Approach to stakeholder engagement	-
102-44	Key topics and concerns raised	▶ Materiality ▶ Dialogue with Stakeholders
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	▶ Global Network ▶ Securities Report (P.7-8, Japanese only)
102-46	Defining report content and topic Boundaries	▶ Disclosure Policy
102-47	List of material topics	-
102-48	Restatements of information	-
102-49	Changes in reporting	▶ 2022V Public Value (Non-financial Objectives)
102-50	Reporting period	Integrated Report : ▶ Integrated Report(Table of Contents and Links) CSR Information Site : ▶ Disclosure Policy
102-51	Date of most recent report	Integrated Report : ▶ IR Library CSR Information Site : ▶ Disclosure Policy
102-52	Reporting cycle	Integrated Report : ▶ IR Library CSR Information Site : ▶ Disclosure Policy
102-53	Contact point for questions regarding the report	Integrated Report : ▶ Integrated Report(Table of Contents and Links) CSR Information Site : ▶ Inquiry
102-54	Claims of reporting in accordance with the GRI Standards	▶ Disclosure Policy
102-55	GRI content index	GRI Standard Reference Table (this page)
102-56	External assurance	▶ Disclosure Policy
GRI103 : Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	-

No.	Disclosure	Corresponding Part
103-2	The management approach and its components	<ul style="list-style-type: none"> ▶ Risk Management ▶ Safety and Health Management ▶ Environmental Management ▶ Promoting Compliance ▶ Quality Management ▶ Corporate Citizenship Activities Management ▶ Diversity Management ▶ CSR Management on Supply Chain
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> ▶ CSR/Sustainability Promotion Structure

Topic-specific Standards

○ Economic

No.	Disclosure	Corresponding part
GRI201 : Economic Performance 2016		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> ▶ Securities Report (P.9, 25, 41-110, Japanese only) ▶ Financial Results for FY2020
201-2	Financial implications and other risks and opportunities due to climate change	-
201-3	Defined benefit plan obligations and other retirement plans	▶ Securities Report (P.41-110, Japanese only)
201-4	Financial assistance received from government	-
GRI202 : Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI203 : Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	▶ Corporate Citizenship
203-2	Significant indirect economic impacts	-
GRI204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI205 : Anti-corruption 2016		

No.	Disclosure	Corresponding part
205-1	Operations assessed for risks related to corruption	▶ Monitoring
205-2	Communication and training about anti-corruption policies and procedures	▶ Compliance Action Guidelines and Education
205-3	Confirmed incidents of corruption and actions taken	-
GRI206 : Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI207 : Tax 2019		
207-1	Approach to tax	-
207-2	Tax governance, control, and risk management	-
207-3	Stakeholder engagement and management of concerns related to tax	-
207-4	Country-by-country reporting	

Environment

No.	Disclosure	Corresponding part
GRI301 : Materials 2016		
301-1	Materials used by weight or volume	▶ Sumitomo Riko Group's Material Balance
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
GRI302 : Energy 2016		
302-1	Energy consumption within the organization	▶ Sumitomo Riko Group's Material Balance ▶ Initiatives to Reduce CO2 Emissions at our Business Sites
302-2	Energy consumption outside of the organization	▶ Initiatives to Reduce CO2 Emissions at our Business Sites
302-3	Energy intensity	▶ Initiatives to Reduce CO2 Emissions at our Business Sites
302-4	Reduction of energy consumption	▶ Initiatives to Reduce CO2 Emissions at our Business Sites
302-5	Reductions in energy requirements of products and services	▶ Initiatives to Reduce CO2 Emissions in Logistics

No.	Disclosure	Corresponding part
GRI303 : Water and Effluents 2018		
303-1	Interactions with water as a shared resource	▶ Water Consumption Reduction Initiatives
303-2	Management of water discharge-related impacts	▶ Environmental Performance Data of Plants
303-3	Water withdrawal	▶ Water Consumption Reduction Initiatives
303-4	Water discharge	-
303-5	Water consumption	-
GRI304 : Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	▶ Approach to Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	▶ Contribution to the Promotion of Coexistence with the Natural Environment
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI305 : Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	▶ Breakdown of CO2 Emissions throughout the Supply Chain (Sumitomo Riko Group)
305-2	Energy indirect (Scope 2) GHG emissions	▶ Breakdown of CO2 Emissions throughout the Supply Chain (Sumitomo Riko Group)
305-3	Other indirect (Scope 3) GHG emissions	▶ Initiatives to Reduce CO2 Emissions in Logistics
305-4	GHG emissions intensity	▶ Initiatives to Reduce CO2 Emissions at our Business Sites
305-5	Reduction of GHG emissions	▶ Example of Reduction in CO2 Emissions
305-6	Emissions of ozone-depleting substances (ODS)	▶ Appropriate Management of Ozone-Depleting Substances
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	▶ Environmental Performance Data of Plants ▶ Initiatives for Reduction of Air Pollutants
GRI306 : Waste 2020		
306-1	Waste generation and significant waste-related impacts	-

No.	Disclosure	Corresponding part
306-2	Management of significant waste-related impacts	▶ Environment Management Structure
306-3	Waste generated	▶ Waste Reduction Initiatives
306-4	Waste diverted from disposal	▶ Waste Reduction Initiatives
306-5	Waste directed to disposal	-
GRI307 : Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	▶ Compliance with Environmental Laws and Regulations
GRI308 : Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	▶ Environmentally Conscious Procurement
308-2	Negative environmental impacts in the supply chain and actions taken	-

○ Social

No.	Disclosure	Corresponding part
GRI401 : Employment 2016		
401-1	New employee hires and employee turnover	▶ Data related to Human Resources
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	▶ Outline of Support Programs for Parenting and Nursing Care
GRI402 : Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
GRI403 : Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	▶ Safety and Health Activity Guidelines
403-2	Hazard identification, risk assessment, and incident investigation	▶ Safety and Health Activity Guidelines
403-3	Occupational health services	-
403-4	Worker participation, consultation, and communication on occupational health and safety	▶ Promotion Structure

No.	Disclosure	Corresponding part
403-5	Worker training on occupational health and safety	▶ Safety and Health Activity Guidelines
403-6	Promotion of worker health	▶ Health Management Initiatives
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
403-8	Workers covered by an occupational health and safety management system	-
403-9	Work-related injuries	▶ Changes in the Number of people injured in Industrial Accidents ▶ Changes in the Frequency Rate of Lost worktime due to Occupational Accidents
403-10	Work-related ill health	-
GRI404 : Training and Education 2016		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	▶ Human Resource Development
404-3	Percentage of employees receiving regular performance and career development reviews	-
GRI405 : Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	▶ Notice of Convocation of the 133rd Ordinary General Meeting of Shareholders (P.6-14, Japanese only) ▶ Data related to Human Resources
405-2	Ratio of basic salary and remuneration of women to men	-
GRI406 : Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	-
GRI407 : Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI408 : Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	▶ Sustainable Procurement of Natural Rubber
GRI409 : Forced or Compulsory Labor 2016		

No.	Disclosure	Corresponding part
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	▶ Sustainable Procurement of Natural Rubber
GRI410 : Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
GRI411 : Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI412 : Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	-
412-2	Employee training on human rights policies or procedures	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
GRI413 : Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	▶ Corporate Citizenship Activities ▶ Dialogue with Stakeholders
413-2	Operations with significant actual and potential negative impacts on local communities	▶ Examples of Environmental Protection Measures
GRI414 : Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	▶ Approach to Procurement
414-2	Negative social impacts in the supply chain and actions taken	-
GRI415 : Public Policy 2016		
415-1	Political contributions	-
GRI416 : Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	-

No.	Disclosure	Corresponding part
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI417 : Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
GRI418 : Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
GRI419 : Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	▶ Compliance Review Day