



## 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 (Integrated Report 2022)

Sumitomo Riko Group 2022 Vision and SDGs

CSR/Sustainability of the Sumitomo Riko Group



Disclosure Based on TCFD Recommendations

Response to COVID-19 Pandemic



CSR Activity Reports





GRI Standards Reference Table

Disclosure	
GRI102 : General Disclosures 2016	
I. Organizational profile	
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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

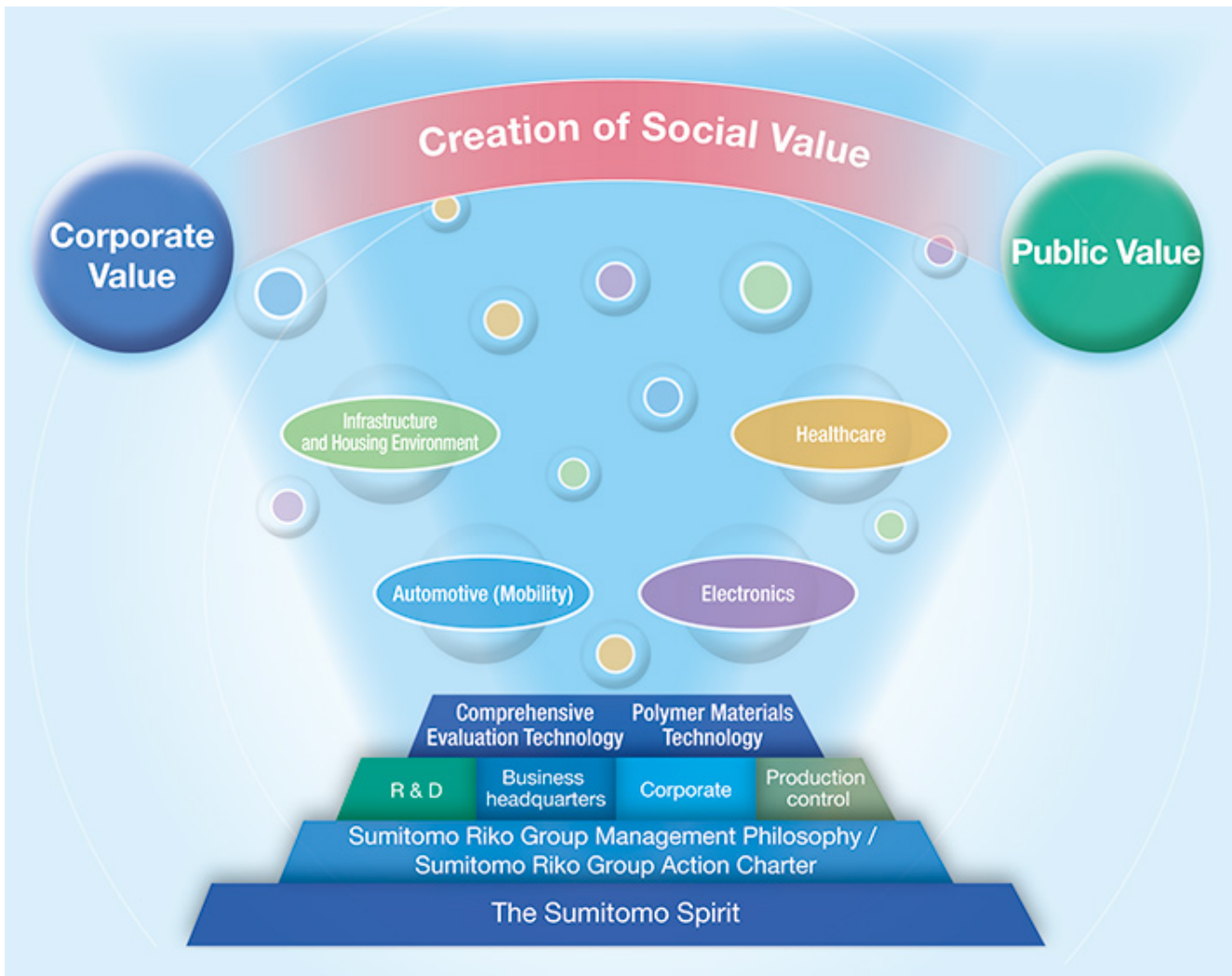
Shareholders and Investors, Customers, Suppliers and Other Trade Partners,  
Employees, Local Communities, Global Environment

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

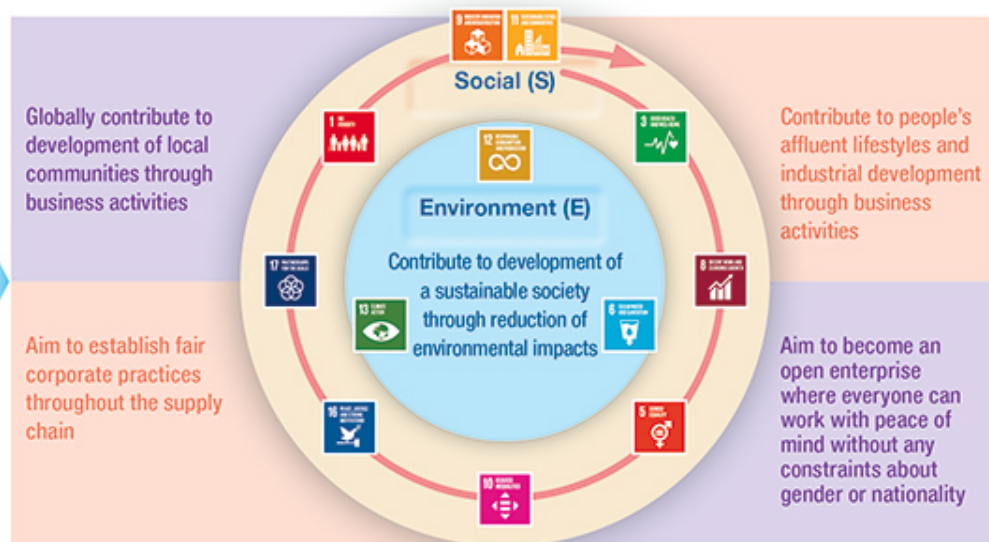
SDGs agreed upon by all UN member states are universal goals to be achieved by 2030 to realize sustainable societies in which "no one will be left behind." Based on the Sumitomo Spirit, the basis of Sumitomo Riko Group's management philosophy, we will work to solve these social issues through our business 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 2021 toward the objectives is reported below.

### ○ FY2022 objectives and progress in FY2021

	Items	Objectives	Progress in FY2021
<b>Environment</b>	Reduction of GHG emissions	8% reduction (compared with the emission intensity in FY2017)	8.9% reduction Target achieved through energy-saving promotion activities. ▶ <a href="#">Click here for details.</a>
	Waste reduction	5% reduction (compared with the emission intensity in FY2017)	14.4% reduction Steady progress in reducing defects, improving yields, and reusing (making valuable) un-vulcanized rubber exceeded the target in a situation of declining sales. ▶ <a href="#">Click here for details.</a>
<b>Society</b>	Frequency rate of all occupational accidents	Zero occupational accident	Frequency rate of all industrial accidents: 0.53 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. ▶ <a href="#">Click here for details.</a>
	Compliance training	Participation rate of global executive training shall be 100%	Participation rate: 100% Domestic: All 704 members in the Compliance Review Day and Compliance Leaders Meeting members participated.

	Items	Objectives	Progress in FY2021
			Overseas: All 772 members in the Group/Global Compliance Training participated. ▶ <a href="#">Click here for details.</a>

※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
<b>Society</b>	Ratio of female managers
	Ratio of base managers hired locally
	Promotion of CSR procurement
	Social contribution activities
	Job creation in emerging countries

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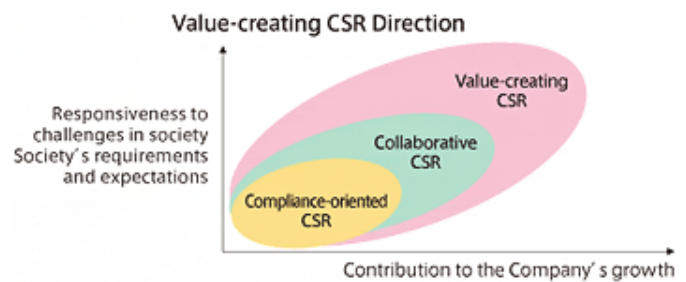
Inquiry



## CSR/Sustainability Management Structure

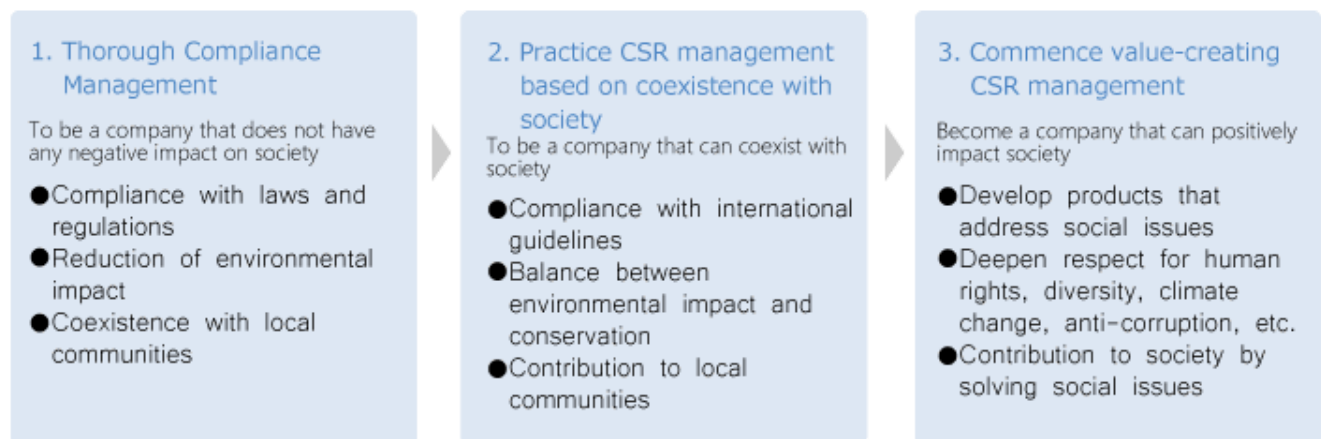
### Steps Toward Value-creating CSR

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.

#### ○ Launched Value-Creating CSR management as a step toward achieving Value-Creating CSR



### 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 impacts)
  - 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 impacts)
  - 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

Sumitomo Riko Group's corporate governance recognizes its responsibility to all stakeholders and aims to achieve sustainable growth and enhance corporate value over the medium to long term through efficient and sound management based on the Sumitomo Spirit, which is based on "Shinyo-kakujitsu\*1" and "Fusu-furi\*2".

\*1: Place importance on integrity and sound management.

\*2: Do not act rashly or carelessly in pursuit of easy gains.



Related information : ▶ [Management System](#)

As for the governance division, the Governance Committee is established as a voluntary advisory body to the Board of Directors. This committee deliberates and reports to the Board of Directors on issues of medium- to long-term importance, including the Group's corporate and group governance structure, with the perspectives of outside directors. Furthermore, the committee convenes to strengthen cooperation among the Representative Director, Outside Directors, and Audit & Supervisory Board Members, and to promote the Group's sustainable growth and enhance its social value (corporate value and public value).

In addition, as the business execution division, to promote CSR and sustainability management, the Company has established the "CSR Sustainability Committee," chaired by the President & CEO, and the committee meets three times a year.

The committee currently checks and follows up on the progress of activities under the themes of "Environment," "Safety and Health," "Diversity and Human Rights," "Corporate Citizenship," and "Supply Chain," and also follows up on non-financial targets and monitoring items set under 2022V.

In recent years, there have been calls for the realization of a sustainable society, including a carbon-neutral (de-carbonized) society, as well as for responses to human rights issues. Therefore, as a member of society the committee discusses to address these issues including how to proceed our activities.

●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

Based on materiality, the Sumitomo Riko Group has identified the following stakeholders. The identification was discussed and approved by the CSR Sustainability Committee after organizing our CSR issues based on the Corporate Action Charter. We have referred to ISO26000, the Charter of Corporate Behavior of the Japan Business Federation (KEIDANREN), and the GRI Sustainability Reporting Guidelines.

○ **Communication Methods with Each Stakeholder**

Stakeholders	Our Commitment	Communication Methods
<b>Shareholders and Investors</b>	We aim to achieve sustainable growth through sound and highly transparent management.	General meeting of shareholders (once a year), Holding of financial results and investor meetings (4 times a year), Issuance of integrated report (once a year), etc.
<b>Customers</b>	We will provide value that meets the expectations of our customers and consumers.	Communication through sales activities (as needed), Customer consultation service (as needed), etc.

Stakeholders	Our Commitment	Communication Methods
<b>Suppliers and Other Trade Partners</b>	We will promote CSR procurement by valuing partnerships with suppliers.	Centralized management of information on transactions with suppliers (as needed), CSR questionnaires (conducted periodically for suppliers), etc.
<b>Employees</b>	We will respect the diversity and human rights of our employees and create a workplace in which they can take pride by providing opportunities for growth.	Human resources training program (annual plan), Labor-management council meetings (once a month), Mentoring system (once a year), etc.
<b>Local Communities</b>	We will contribute to solving social issues as a corporate citizen.	Factory dialogues at each base (once a year), Student SDGs Essay Awards (once a year), etc.
<b>Global Environment</b>	We will work to minimize our impact on the global environment.	Disclosure of the status of compliance with environmental laws and regulations and environmental conservation management at each base (as needed) Community liaison meetings with neighborhood association officers (once a year), etc.

Related information : [▶ Dialogue with Stakeholders](#)

## 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 FY2021, as in FY2020, we continued to implement position-based training for new hires, career employees, technical staff, and clerical staff, using decentralized, remote training, video distribution, and other training methods designed to prevent the spread of the new coronavirus, with a total of 415 employees participating.

In addition, SumiRiko Poland Sp. z o.o. newly conducted SDGs training as a global base (a total of 29 employees participated). Sumitomo Riko Hosetex, Ltd., a group company in Japan, conducted CSR and diversity training (a total of 121 employees participated).

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# 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

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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

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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

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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

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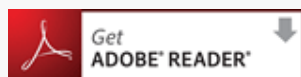
9. We shall assess risks that may arise in the future and develop measures to prevent their materialization; and if they do materialize, we shall endeavor to minimize the damage. We shall conduct thorough and organized crisis management in the face of actions caused by natural disasters, cyber attacks, 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

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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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CSR/Sustainability

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.



Related Information: ▶ [Sumitomo Riko information on the UNGC website](#)

We participated in the following working groups (WGs) of the Global Compact Network Japan (GCNJ) in fiscal 2021.

- 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, Circular Economy Subcommittee, DRR (Disaster Risk Reduction) Subcommittee, CSV Subcommittee

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](#)

### 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.



Anti-Corruption Collective Action

## 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".

## Task Force on Climate-related Financial Disclosures (TCFD)

In June 2022, We expressed our endorsement of the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB). Based on the TCFD recommendations, we disclose information on four areas regarding both climate change-related risks and opportunities: "Governance," "Strategy," "Risk Management," and "Metrics and Targets".



[Disclosure Based on TCFD Recommendations for FY2021](#)

Related information : [Press Release](#)



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TCFD

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

## Disclosure Based on TCFD Recommendations for FY2021

In June 2022, Sumitomo Riko expressed its support for the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB).

Based on the TCFD recommendations, our company discloses information on four areas regarding both climate change-related risks and opportunities: "Governance," "Strategy," "Risk Management," and "Metrics and Targets".

### Governance

The Sumitomo Riko Group positions climate change as one of the most important management issues and promotes activities to "create social value".

Regarding sustainability-related social issues, including climate change, The CSR Sustainability Committee, chaired by the President & CEO, and composed of Executive Officers with positions as committee members, approves activity policies, checks the progress of activities, and conducts follow-up. The CSR Sustainability Committee reports its findings to the Board of Directors at least twice a year and receives instructions from the Board of Directors, thereby ensuring appropriate oversight by the Board of Directors.

In March 2022, we established the Carbon Neutral Promotion Office to accelerate our decarbonization efforts.

We are promoting measures to achieve carbon neutrality under the themes of "Energy management," "New technology development," and "New energy conversion".

#### ○ CSR Sustainability Committee Overview

<b>Committee Members</b>	Chairperson: President & Chief Executive Officer Committee members: Outside Directors, Senior Managing Executive Officers, Managing Executive Officers, General Managers of divisions under their jurisdiction, etc.
<b>Secretariat</b>	Corporate Planning Department
<b>Frequency of Meetings</b>	Meetings: 2 times/year Report at board of directors meeting: 2 times/year
<b>Main Agenda</b>	Discussions are held on themes such as setting medium and long-term targets for climate change, monitoring progress, building a carbon neutral promotion system, the environment, health and safety, social contribution, diversity, and the supply chain.



## Promotion Structure

Establishment of the Carbon Neutral Promotion Office directly under the Production Function Headquarters (From March 2022)

# Strategy

## Scenario Analysis

We have conducted a scenario analysis to specifically understand the various risks and opportunities that climate change poses to our business.

Scenario analysis was conducted for our main business, the automotive products business (which accounts for about 85% of our sales) and our R&D division, based on two scenarios: one scenario for a "carbon neutral world" in which the impacts become apparent in terms of transition (1.5°C scenario), and the other scenario for a "Tragic World", in which the impacts become apparent on the physical side (4°C scenario).

(Reference) Main scenarios referred to

<b>Carbon neutral world (1.5°C scenario)</b>	IEA WEO 2021 : NZE2050 IEA ETP 2020 : NZE2050 PRI IPR 2021 : 1.5°C RPS
<b>Tragic world (4°C scenario)</b>	IPCC AR6 : SSP3-7.0 WRI Aqueduct Water Risk Atlas 2021 : SSP3-8.5

※IEA: International Energy Agency WEO: World Energy Outlook

ETP: Energy Technology Perspectives NZE2050: Net Zero Emissions by 2050

PRI: Principles for Responsible Investment IPR: Inevitable Policy Response

RPS: Required Policy Scenario

IPCC: Intergovernmental Panel on Climate Change

AR6: 6th Assessment Report WRI: World Resources Institute

SSP: Shared Socio-economic Pathways

## Identification and Analysis of Risks and Opportunities

While describing the perspectives of the TCFD recommendations and the Group's Corporate Action Charter and Materiality (based on "respect for human rights" and "compliance" with "safety," "environment," "quality," and "social contribution" as priority areas), we identified the following risks and opportunities as a result of scenario analysis, analyzed the degree of impact, and have considered countermeasures.

### Transition Risks and Opportunities

Item		Risk	Opportunity	Impact	Period*	Countermeasures
Policy/ Legal	GHG Tighter regulation Carbon tax	Decline in earnings due to higher response costs	- Customer preference due to regulatory compliance - Decreased costs due to improved production processes	Medium	Medium term	- Consideration and promotion of introduction of renewable energies such as solar power generation - Promotion of energy saving in production activities
Market	Supply Chain	- Declining supply of natural rubber and price hikes	Customer preference for sustainable	Large	Short to long term	- Development of environmentally friendly materials

Item		Risk	Opportunity	Impact	Period*	Countermeasures
		- Increased concern about dependence on natural resources	procurement of natural rubber and resource substitution			- Design of recyclable products
	Customers	- Decline in sales of existing products due to rapid shift to EVs - Decline in sales due to inability to meet decarbonization needs	- Increase in sales of products that respond to EVs and fuel-efficient needs - Increase in sales of products that contribute to decarbonization	Large	Short to long term	- Respond to EVs of existing businesses by evolution of vibration control technology and polymer materials technology - Expand sales by promoting environmentally friendly products
Technology	Next Generation Technology Diffusion	Decrease in added value of existing technology	Increase sales through development/promotion of low carbon, decarbonized products	Large	Medium to Long term	Promote new product development centered on "Autonomous" and "Electric" areas in CASE

#### ■ Physical Risks

Item		Risk	Impact	Period	Countermeasures
Acute	Severity of extreme weather events	- Decrease in sales due to shutdowns caused by disasters - Increased costs due to strengthened business continuity measures, such as capital investment and supply chain reinforcement	Small	Long-term	- Strengthening Resilience through Business Continuity Management
Chronic	Increase in average temperature	Increase in energy costs to maintain labor and material storage environment, etc.	Small	Long-term	Promotion of energy conservation

\*Period: Short-term: 3 years or less, Medium-term: 4-6 years, Long-term: 10 years or more

#### ○ Strategy Resilience

In the world in 2030, we believe that the automobile market, our initial main battleground, will grow steadily, and that there will be further movement toward a "carbon neutral world" that would move toward decarbonization with a goal of 1.5°C.

We believe that the main risk that could emerge in such a scenario is the transition risk. In addition to the increased cost of complying with stricter regulations and the reduced supply and higher prices of natural rubber, a raw material, there is the possibility that sales of existing products could decline if we are unable to respond to the rapid shift to electric vehicles (EVs) and other factors.

However, we have taken the shift to EVs as an opportunity. In addition to the evolution of "vibration control technology" such as "motor mounts" that are quieter than ever before, the cruising range and performance

of EVs are greatly affected by how efficiently the heat generated in the vehicle can be utilized. We are also advancing our core competence "polymer materials technology" such as urethane materials that provide high sound insulation against the unique noise generated by EV drive units, and advancing MIF (Magnetic Induction Forming) technology that combines heat dissipation and sound insulation. As a result, we expect that no matter how much the shift to EVs advances, the demand for anti-vibration rubber, which contributes to power source support and operational stability, will remain unchanged.

In addition, we are accelerating the development of new products from the aspects of safety, comfort, and the environment, with a particular focus on the "Autonomous (automatic driving)" and "Electric (electrification)" domains in "CASE" for next-generation mobility.

In the area of "Autonomous (self-driving) Vehicle", we are working on sensing technologies such as sensors for estimating the driver's condition built into the steering wheel and monitoring systems for estimating the occupant's condition, etc., using the "Smart Rubber (SR) Sensor", a flexible sensor developed by our company in its own right.

With regard to "Electrification", we not only manufacture products for electric vehicles (EVs), but also parts for fuel cell vehicles (FCVs) (water hoses, gaskets for FC cells, etc.), and will respond to a wide range of business opportunities for the electrification of automobiles.

In the event that we move toward a "Tragic World" (4°C scenario), mainly physical risks will materialize, and severity of extreme weather events may cause shutdown of our plants or other impacts.

In response, we have established a Risk Management Committee to identify risks throughout the Group, classify risks to be addressed based on analysis and evaluation, select countermeasures, and work to minimize the impact on business operations.

## Risk Management

As a system to manage risks across the entire group, we have established a Risk Management Committee chaired by the President & CEO, and a Risk Management Office, a dedicated risk management organization that functions as the secretariat of the Committee.

Based on the "Group Crisis Management Guidelines," the Committee conducts annual risk surveys at domestic and overseas Group companies and shares the risks identified and specified as "significant risks" with the Committee, which then works to grasp group-wide risks. And based on the analysis and evaluation, the Committee selects the risks to be addressed, selects the appropriate countermeasures, and works to minimize their impact on business operations.

Climate change-related risks are also managed within the framework of company-wide risk management. We will also work with the CSR Sustainability Committee to formulate response plans and monitor progress.

## Metrics and Targets

Not only handling the direct CO<sub>2</sub> emissions from our own business activities, such as "Scope 1" from fuel combustion and "Scope 2" indirect emissions from the use of purchased electricity, etc., but also we recognize the importance of grasping "Scope 3", indirect emissions generated throughout the entire supply chain, including emissions from the procurement of raw materials and the use and disposal of products sold, in accordance with the GHG Protocol, and of implementing CO<sub>2</sub> emission reduction activities

In addition to the CO<sub>2</sub> emission reduction targets in the medium-term management vision "Sumitomo Riko Group 2022 Vision (2022V)" announced in May 2018, a long-term reduction target for greenhouse gases for the Sumitomo Electric Group, including our company, was set in May 2021.

These long-term reduction targets have been certified by SBTi (Science Based Targets initiative) (Well-below -2°C).

Item	Target year	Details of target	Achievement(FY2020*)
2022V CO2 emission intensity reduction target	FY2022	8% reduction (Scope 1+2, compared to FY2017)	0.2% increase
Sumitomo Electric Group's Greenhouse Gas Reduction Targets (announced in 2021)	FY2030	30% reduction (Scope 1+2, compared to FY2018) 15% reduction (Scope 3, compared to FY2018)	Scope1+2: Decrease by 15.3% Scope3: Decrease by 7.0%
	FY2050	Achieve carbon neutrality	

\* The latest information (FY2021 results) will be posted on the "Environment" page of this website.

Scope 3 accounts for 92.8% of our Group's total supply chain CO2 emissions (in FY2020), so we will continue to promote energy conservation activities and production process improvements, and at the same time, we will work to reduce emissions through the provision of environmentally friendly products, technological advancements, and new product development.

Related information : [▶ Environment](#)







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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 2022 is as follows.

### 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 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 in principle 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
- 6) Introduction of new coronavirus vaccine leave (from FY2021)  
A system was introduced to grant one day of "special paid leave" per vaccination to employees to prevent infection/control the spread of infection.

## ○ 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. (Since 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:**

Telecommuting, staggered working hours, rotational work schedules, online meetings, travel restrictions according to the infection situation in Japan and overseas, and staggered meal times have been implemented.

Related information : ▶ [Turning COVID-19 into a New Style Training Opportunity](#)

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. In addition, a situation has arisen where material availability has become difficult and we have had to change materials. Therefore, when transferring production or changing materials, we not only ensure quality through thorough quality evaluation, but also apply to our customers for "process change" and "material change" and ship only those products that have been approved by our customers.

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 cubic dry ice, greatly contributes to the needs of strictly temperature-controlled transportation.



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

## ○ Toward the resolution of social issues using "MoniLife™".

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Sumitomo Riko has developed new diagnostic equipment in the form of Body Motion Sensor "MoniLife" (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 MoniLife, 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.

Our MoniLife has flexible and thin features that place almost no burden on patients, and is expected to enable prompt and effective provision of medical care through early detection of respiratory deterioration. 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.



MoniLife™

In addition, from January 2022, Monilife has been adopted for a joint project by Daikin Industries, Ltd. and the University of Electro-Communications, which has started a napping space demonstration experiment through the use of the vital data acquired by Monilife to determine whether a person has fallen asleep.

The Corona pandemic has led to the spread of flexible and diverse work styles, such as telework and the use of web conferencing. At the same time, however, new problems have arisen in terms of employee health, such as increased stress caused by poor communication and overwork due to the blurring of the boundaries between work and private time and space. In response to these issues, companies are increasingly focusing on the perspectives of "health management" and "health investment," the idea that proactive employee health management contributes to improved organizational vitality and productivity, which in turn leads to increased corporate value.

MoniLife is characterized by its thin and soft material, which does not disturb sleep, and its ability to accurately determine whether a sleeper is falling asleep. Through supporting the use of sleep data with Monilife, our group will contribute to corporate "health management" and "health investment" while staying close to people who work in today's society.

## ○ Donation of Transparent Masks to Hearing-Impaired People

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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.

In fiscal 2021, 1,000 masks were produced due to continued high demand, and were donated to city halls, social welfare councils, elementary schools, etc. from Sumitomo Riko Group bases (Fuji-Susono Plant, Saitama Plant, Matsusaka Plant, and SumiRiko Yamagata Co.



Donated transparent masks



Presented by SumiRiko Yamagata to  
Yonezawa City Council of Social Welfare

 **SUMITOMO RIKO Company Limited**

[Inquiry](#)





Top > Environment > Environmental Management

Environment

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

## Environmental Management

### Commitment

#### Message from the Officer in Charge

We will be aggressive in our efforts to preserve the environment and achieve carbon neutrality!

Global warming and climate change caused by greenhouse gas (GHG) have become an urgent issue of environmental destruction brought about by mankind. In addition to climate change, we are also facing the problem of marine plastic waste, destruction of nature, destruction of biodiversity, and the spread of a new type of coronavirus, all of which are fighting back to us like a boomerang. This makes us feel a sense of crisis that we will lose our future if we do not preserve the global environment ourselves.

As the officer in charge of the environment, I promise to lead the global environmental conservation activities of the Sumitomo Riko Group. The environment, like safety and quality, is something that we must create, and I will make Sumitomo Riko a company that considers the environment as its own business. And we will contribute to the creation of a safe and comfortable global environment in which our families, children, and descendants can live with peace of mind.

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" that contributes to safety, comfort, and the environment for people, society, and the earth.

As stated in our Corporate Action Charter, "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.", we will contribute to global environmental conservation in the spirit of practicing activities that contribute to society and aim to build a sustainable society. In order to realize this policy, we will establish an environmental management system, and in addition to working to reduce environmental burden and environmental risks in our business activities, we will also actively develop environmentally friendly products and technologies that comply with environmental regulations.

#### ○ 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

The CSR Sustainability Committee deliberates and approves policies and the status of environmental activities throughout the Sumitomo Riko Group. This environmental structure oversees our global environmental activities.



### Establishment of the Carbon Neutral Promotion Office

The Carbon Neutral Promotion Office was newly established in March 2022 to accelerate activities toward carbon neutrality by 2050. The Office is responsible for planning and strategy development to accelerate

company-wide conceptualization and business activities, such as "Energy Management," "New Technology Development," and "Conversion for New Energy," as well as operation and management of company-wide activities to promote measures to achieve carbon neutrality.

## ○ 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. ([▶ Click here for details](#)).

## Mid-term Vision for Environmental Activities

Every three to five years, we set medium- to long-term goals and promote company-wide activities to resolve these issues. Under our current medium-term management vision "2022V," we have set environmental targets for GHG reduction and waste reduction. Fiscal 2022 is the final year of the vision, and we will work to achieve these targets and promote activities to become carbon neutral. We have set the following mid-term environmental targets for fiscal 2022 and goals for fiscal 2021, and are promoting them on a global basis. As for progress in fiscal 2021, we achieved both GHG and waste reduction targets.

## ○ Mid-term Environmental Targets (2022V) and Targets and Progress in FY2021

Items	Target (2022V)	FY2021		Evaluation
		Target	Progress	
<b>GHG Reduction</b>	8% reduction (compared with the emission intensity in FY 2017)	6.4% reduction	8.9% reduction	Achieved
<b>Waste reduction (Excluding valuable resources)</b>	5% reduction (compared with the emission intensity in FY 2017)	4.0% reduction	14.4% reduction	Achieved

## FY2021 Results and FY2022 Plans for Key Environmental Issues

## ○ Environmental impact status in FY2021

Issue	FY2021 target and result		FY2022 target and plan	
<b>GHG Reduction</b>	Target	6.4% reduction of emission intensity compared with FY2017 4.0% reduction of total emissions compared with FY2017	Target	8.0% reduction of emission intensity compared with FY2017 5.0% reduction of total emissions compared with FY2017
	Result	8.9% reduction of emission intensity: Target achieved 12.7% reduction of total emissions: Target achieved	Plan	Implement the reduction theme without fail and achieve greater reduction through energy-saving diagnostics

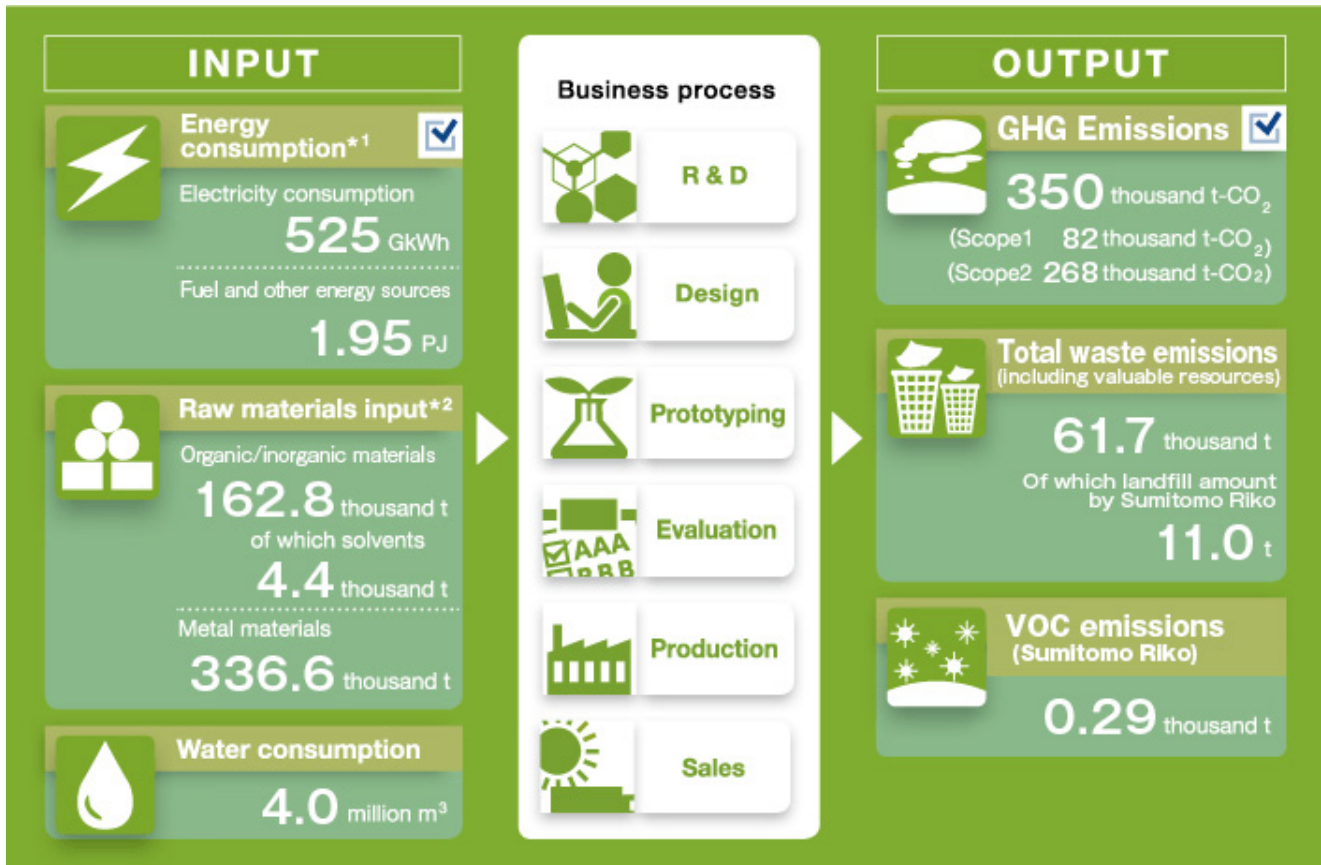
Issue	FY2021 target and result		FY2022 target and plan	
<b>Reduction of waste (Excluding valuable resources) emissions</b>	Target	4.0% reduction of emission intensity compared with FY2017 4.0% reduction of total emissions compared with FY2017	Target	5.0% reduction of emission intensity compared with FY2017 5.0% reduction of total emissions compared with FY2017
	Result	14.4% reduction of emission intensity: Target achieved 17.9% reduction of total emissions: Target achieved	Plan	Reduce defects, improve yield, and promote recycling waste into valuable resources
<b>Waste recycling rate</b>	Target	Recycling rate of 80% or more	Target	Recycling rate of 80% or more
	Result	The target was not reached at 70%	Plan	Continuous promotion of recycling
<b>Reduction of VOC emissions</b>	Target	Reduce emissions at Sumitomo Riko to below the FY2017 level	Target	Reduce emissions at Sumitomo Riko to below the FY2017 level
	Result	0.4% reduction: Target achieved	Plan	Continuous execution of the reduction plan
<b>Chemical substance management</b>	Target	Continuous respond to new regulations	Target	Continuous respond to new regulations
	Result	Compliance with the revised CSCL (Japan), the EU REACH Regulation, revised TSCA, etc. Received commendation from customer for responding to revised TSCA prohibited substances	Plan	Revise our Procurement Standards (for complete elimination of specified phthalate esters) Ongoing compliance with the EU REACH Regulation, revised CLP Regulation, etc.
<b>Local environmental protection</b>	Target	Implement countermeasures for exhaust, wastewater, odor, groundwater contamination, etc. in consideration of the local communities.	Target	Implement countermeasures for exhaust, wastewater, odor, groundwater contamination, etc. in consideration of the local communities. [Ongoing]
	Result	- Zero violations of laws and regulations, 1 odor complaint - Odor countermeasures in FY - 2021: Oil mist removal equipment installed (Romania), deodorization equipment installed (Thailand)	Plan	- Wastewater: Installation of oil separators (France) - Strengthening of global environmental risk surveys
<b>Water Risk</b>	Target	Recognition of Water Risk	Target	Recognition of Water Risk
	Result	Risk assessment tool and on-site interview survey confirmed no major risks	Plan	Implementation of risk assessment tool and on-site interview survey [Ongoing]

\* 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.



# Climate Change Countermeasures



## Initiatives to Reduce Greenhouse Gas (GHG) Emissions at Business Sites

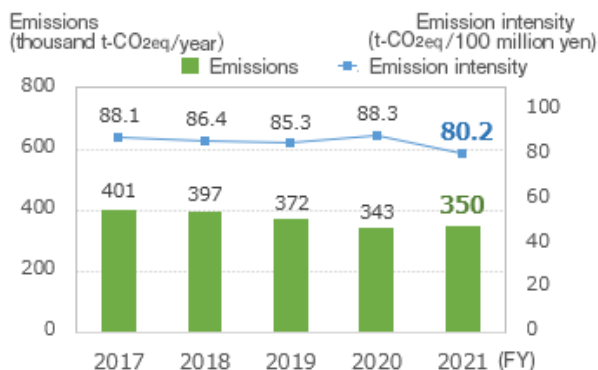
The Sumitomo Riko Group is working to reduce GHG emissions by introducing high-efficiency production equipment, improving steam leaks, consolidating production lines, expanding solar power generation, and proposing reductions through energy-saving diagnostics.

### GHG Emissions (Sumitomo Riko Group)

The overall GHG emissions of the Sumitomo Riko Group in fiscal 2021 were reduced by 12.7% compared to fiscal 2017. In addition, the fiscal 2021 emission intensity were reduced by 8.9% compared to fiscal 2017.

### GHG 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 For CO<sub>2</sub> emission coefficients for electricity in fiscal 2021, coefficients by country for 2018 indicated in "CO<sub>2</sub> Emissions From Fuel Combustion (2020 edition)" published by the International Energy Agency (IEA) are applied.

\*3 For CO<sub>2</sub> 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.

\*4 Emission intensities are not covered by the third-party assurance.

### Energy consumption (Sumitomo Riko Group)

The overall energy consumption of the Sumitomo Riko Group in fiscal 2021 decreased by 3.4% compared to fiscal 2017.

### Energy consumption (Sumitomo Riko Group)

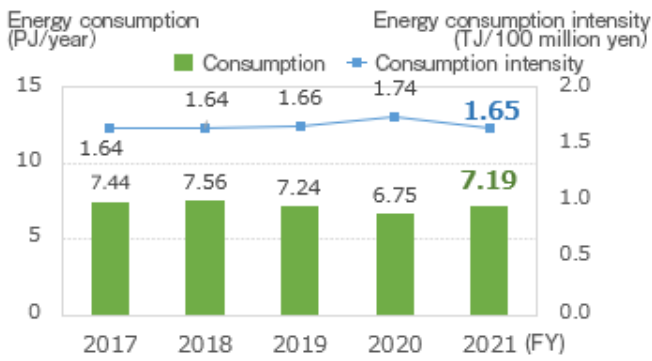
Independent Assurance

\*1 Emission intensities are not covered by the third-party assurance.

\*2 The denominator of the emission intensity is net sales of companies within the scope of data aggregation (after



elimination of intracompany transactions).

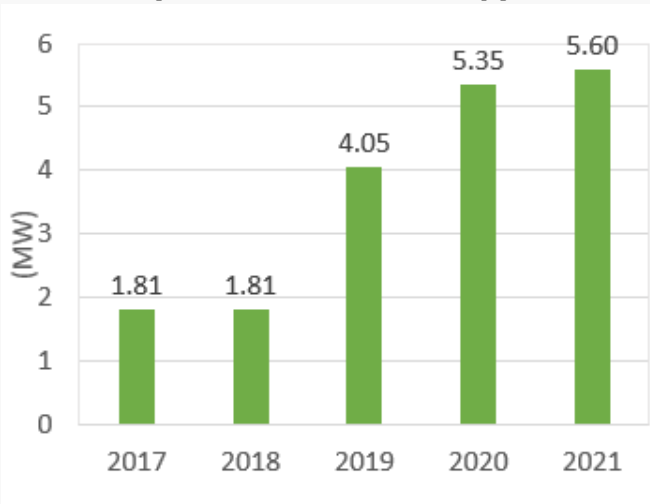


## Examples of GHG Emission Reductions

### 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 2021, Tokai Chemical Industries, Ltd. installed a new 250KW output facility.

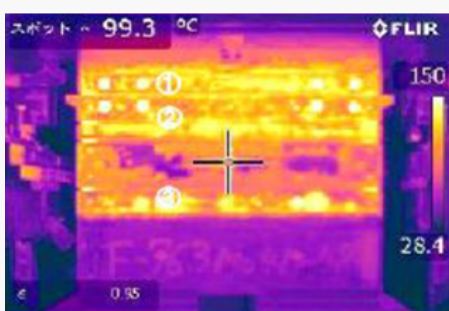
#### Trends in solar PV capacity (Sumitomo Riko Group)



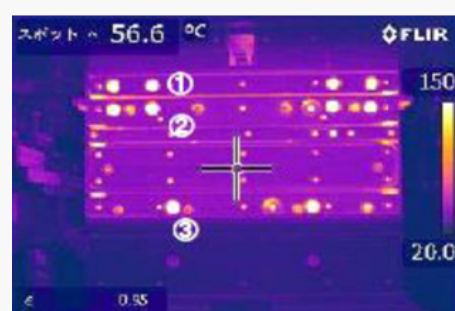
Newly installed solar panels  
Tokai Chemical Industries, Ltd.

### 2. Heat dissipation measures for vulcanization molds

We are globally expanding activities to reduce GHG emissions by coating the molds used in the vulcanizing process with heat shielding paint that has a heat dissipation prevention effect and by reducing heater power consumption. In fiscal 2021, we expanded our activities overseas, and have verified the effect at Tokai Rubber (Jiaxing) Co., Ltd.



[Without heat shielding paint]



[With heat shielding paint]

### 3. Implementation of energy-saving diagnostics

In order to reduce GHG emissions from production processes, the Sumitomo Riko Group is working to develop human resources capable of independently conducting energy-saving diagnostics at each site. Until last fiscal year, the diagnostics were conducted at the Komaki Plant of the Head Office, but this fiscal year, activities were expanded to other domestic production bases and Group companies. One subsidiary in Japan was supported to become self-supporting. We will continue our efforts to develop human resources at all domestic subsidiaries.



Energy-Saving Diagnostics  
(Saitama Plant)

## Initiatives to Reduce GHG Emissions in Logistics

### Promotion of modal shift and transportation efficiency

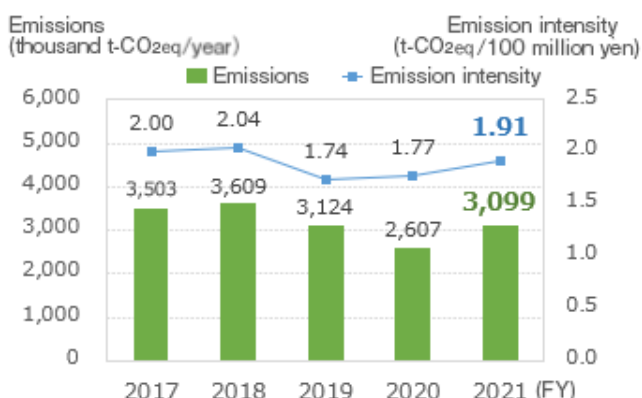
Sumitomo Riko is trying to reduce the environmental impact of logistics by reforming transportation methods (modal shift), consolidating cargo and using larger vehicles to make fewer deliveries than before (reduction of the number of deliveries), and other efficient transportation methods.

In fiscal 2021, sales were sluggish due to the impact of the new corona pandemic, and the intensity increased from the previous year. In particular, the switch to land transportation due to damage to the railroad network caused by the torrential rain disaster in the first half of the year had an impact, resulting in an 8.5% year-on-year increase in GHG emissions intensity in fiscal 2021 to 1.91 t-CO<sub>2</sub>eq/100 million yen, and an 18.9% year-on-year increase in total amount to 3,099 t-CO<sub>2</sub>eq.

Going forward, we will continue our efforts to reduce CO<sub>2</sub> emissions by consolidating cargo and improving routes.

In recognition of its efforts to reduce CO<sub>2</sub> emissions, our company received the Modal Shift Grand Prize.

### GHG Emissions from Logistics (Sumitomo Riko)

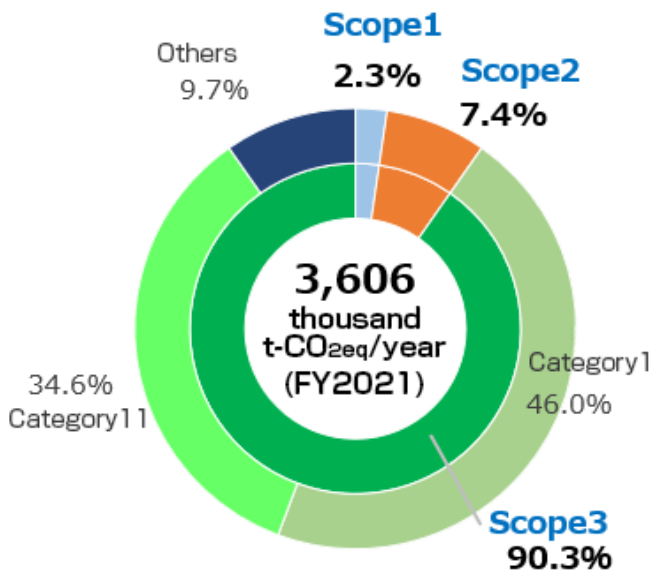


※1 The calculation standards for GHG emissions are based on the "Energy Conservation Law Guidebook for Shippers" edited by the Energy Conservation Measures Division of the Agency for Natural Resources and Energy, and the "Greenhouse Gas Emissions Calculation and Reporting Manual" of the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

※2 The denominator of the intensity calculation is based on the non-consolidated sales of Sumitomo Riko.

## GHG Emissions in the Supply Chain (Sumitomo Riko Group)

In order to become carbon neutral by 2050, we recognize the importance of understanding not only Scope 1, direct GHG emissions from fuel combustion, and Scope 2, indirect emissions from the use of purchased electricity, but also Scope 3, indirect emissions from the entire supply chain, including raw material procurement, use and disposal of products sold, as we work toward GHG emission reduction activities. The GHG emissions of the entire supply chain of the Sumitomo Riko Group in fiscal 2021 were 9.7% for Scope 1+2 and 90.3% for Scope 3. We will continue our efforts to reduce emissions, starting with those items that are expected to have the greatest reduction effect.



### Breakdown of CO<sub>2</sub> Emissions

- Scope 1: 82 thousand t-CO<sub>2</sub>eq/year
- Scope 2: 268 thousand t-CO<sub>2</sub>eq/year
- Scope 3: 3,256 thousand t-CO<sub>2</sub>eq/year

※ Category 1 = Purchased products and services  
Category 11 = Product use  
Other = Categories 2-10, 12-15

※ Scope 3 emissions since the base year (FY2018) have been recalculated due to the revision of the calculation method.

## Obtaining SBT Certification

In April 2021, the GHG emission reduction targets of the Sumitomo Electric Group, including Sumitomo Riko, were certified by SBTi. The Group's GHG reduction target was set at "30% reduction of Scope 1+2 by FY2030 based on the FY18 baseline, and 15% reduction of Scope 3 by FY2030 based on the FY18 baseline". 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.

## Endorsement of TCFD (Task Force on Climate-related Financial Disclosures)

Sumitomo Riko Group has expressed its support for the TCFD's recommendations. Based on the recommendations, we are actively disclosing information on the impact of climate change on our business.

(▶ [Click here for details](#))

## Future Issues and Responses

Fiscal year 2022 is the final year of the Medium-Term Management Plan 2022V. We will promote activities to achieve the target of "8% reduction of intensity compared to FY2017". The main contents of the GHG reduction measures are as follows.

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 GHG emissions through the development of innovative technologies for production processes.

Particularly in fiscal 2022, we will continue the above two measures and, in the case of highly effective reductions, we will deploy them to effective sites and strive to strengthen reduction activities at each group company.

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The logo for SUMITOMO RIKO Company Limited, featuring a blue four-pointed star icon to the left of the company name in a bold, blue, sans-serif font.A rectangular button with a thin blue border containing the word "Inquiry" in a blue, sans-serif font. A small blue triangle is located in the bottom right corner of the button.



# Management of Chemical Substances

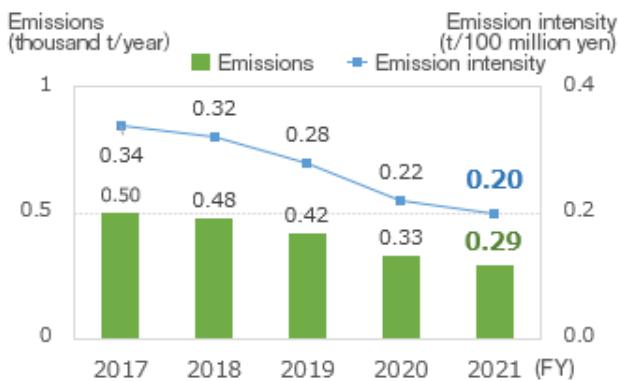


## Initiatives for Reduction of Air Pollutants

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)



\*2 Data boundary: Sumitomo Riko

\*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 response to stricter laws and regulations on VOC emissions in various countries, the Sumitomo Riko Group is reducing the amount of VOCs used and introducing combustion- and adsorption-type VOC treatment equipment at its bases in China, the United States, Poland, and other countries that have strict regulations on the concentration of VOCs released into the atmosphere.



Tokai Rubber (Jiaxing) Co., Ltd. (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/m<sup>3</sup> and the Group companies satisfied the requirement.



Combustion-type treatment equipment for gas generated by vulcanization  
Tokai Rubber Moldings (Tianjin) Co., Ltd. (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 2021, the volume of leakages was approximately 124t-CO<sub>2</sub>, 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)\*<sup>10</sup> and Measures for the Administration of Registration of Hazardous Chemicals (revised in 2011)\*<sup>11</sup>, and the US TSCA (revised in 2016)\*<sup>12</sup>.

\*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

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The logo for SUMITOMO RIKO Company Limited, featuring a blue diamond-shaped icon with a white cross inside, followed by the text "SUMITOMO RIKO Company Limited" in a blue, sans-serif font.A rectangular button with a thin blue border and a small blue triangle in the bottom right corner. The word "Inquiry" is written in a blue, sans-serif font.



Top > Environment > Waste Reduction

Environment

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

## Waste Reduction

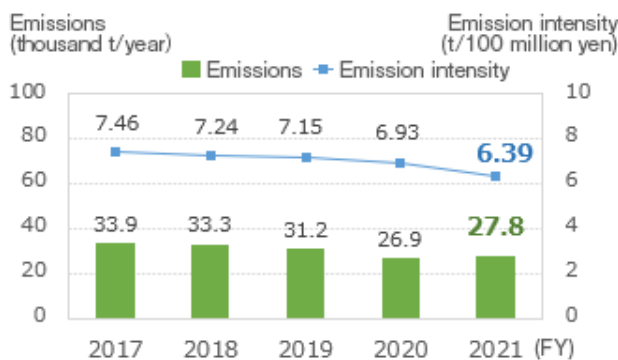


### Waste Reduction Initiatives

The Sumitomo Riko Group's total amount of waste excluding valuable resources and total waste generated in fiscal 2021 decreased by 17.9% and 16.2%, respectively, compared to fiscal 2017. Meanwhile, emission intensities for these two categories in fiscal 2021 were down 14.4% and 12.5% 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.

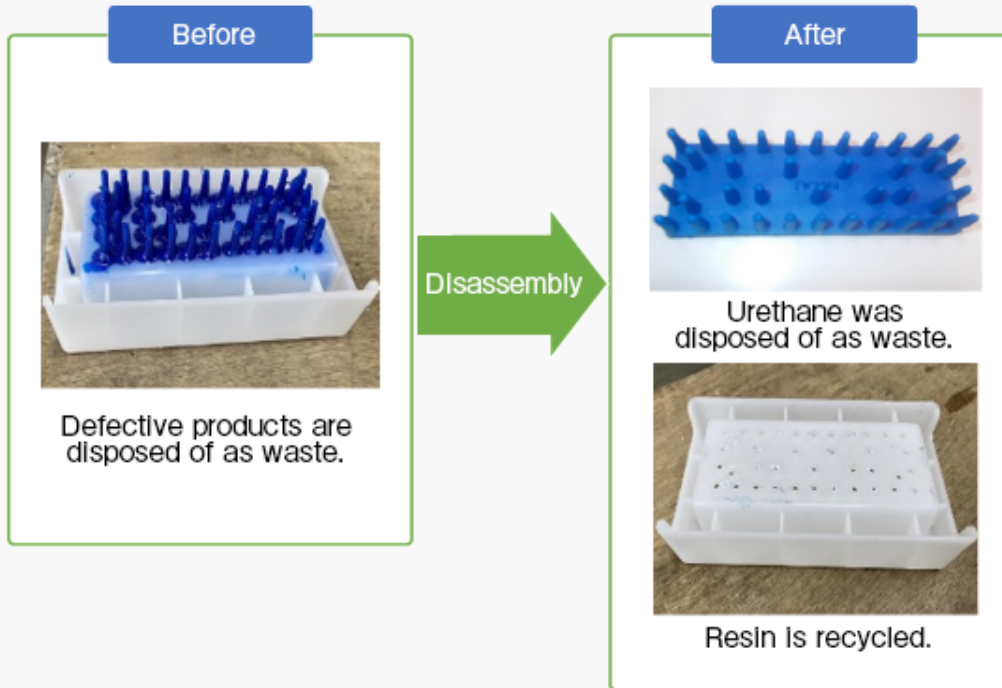
※3 17 overseas companies have been added to the data aggregation since fiscal 2017

※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

Tokai Chemical Industries, Ltd. has been able to reduce waste by reviewing its recovery methods from waste to resources (valuable resources). All defective products generated in production were disposed of as waste. Therefore, we contracted with a company that can collect them as valuable resources and reduced the amount of waste. (Reduced by 0.5t/year. Combined with other packaging materials such as wooden pallets and plastic boxes, reduced by 21 t/year .)



## Future Issues and Responses

While the FY2022 target (5% reduction compared with the emission intensity in fiscal 2017) has been achieved, we will continue our reduction activities, led by the business unit promotion managers, to achieve further reductions. 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.



# Water Consumption Reduction

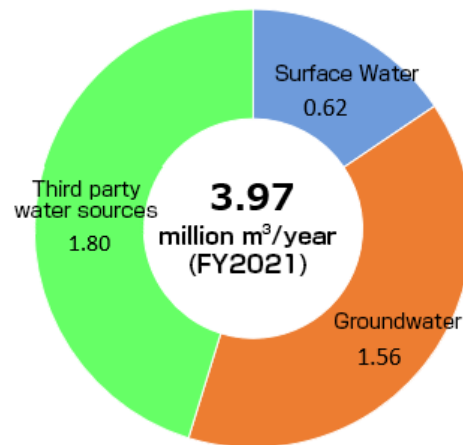
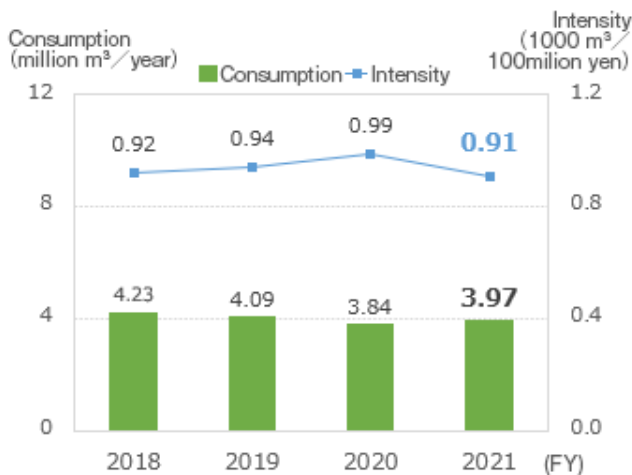


## Water Consumption Reduction Initiatives

Sumitomo Riko Group 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 AQUEDUCT3.0, 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)

### Water intake by source



\* Denominator of intensity is net sales (after elimination of internal transactions) in the scope of aggregation.

## Examples of Water Consumption Reduction

### 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)

 **SUMITOMO RIKO Company Limited**

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# 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. In FY2021, there were no violations of laws and regulations at domestic or overseas locations. However, one complaint occurred. We will continue to promote improvement activities to prevent recurrence and aim for zero environmental accidents.

In order to ensure thorough compliance with environmental laws and regulations at each site, the Regional Environmental Task Force, 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. Contamination 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

Sumitomo Riko has set the preservation of biodiversity as part of its Corporate Action Charter. In May 2022, we participated in activities to exterminate the "Lanceolata" which is designated as a "Specified Invasive Alien Species" under the Invasive Alien Species Act as a plant that could have a serious impact on the ecosystem in Japan. About 40 people from Komaki City, citizen volunteers, and neighboring companies gathered to conduct extermination activities around the Komaki City General Sports Ground.



## Information Sharing with Local Communities

In order to promote mutual understanding and coexistence with the local community through communication with the neighboring community, the Komaki/Matsusaka Plant, which is adjacent to residential areas, holds community liaison meetings with the neighborhood community association officers. In these meetings, information on local environmental conservation is also exchanged.

## Environmental Preservation Activities for Neighboring Communities

Sumitomo Riko actively participates in environmental preservation activities for the neighboring community, such as thinning the trees in the "Sumitomo Riko Forest" activities, cleaning the ditches near the Matsusaka Plant, and beautification activities in Susono City.

([Click here for details](#))



Local Cooperation Activities  
(Matsusaka Plant)



Beautification activities in Susono City  
(Fuji-Susono Plant)

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Environment

Suppliers and Other Trade Partners, Employees, 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

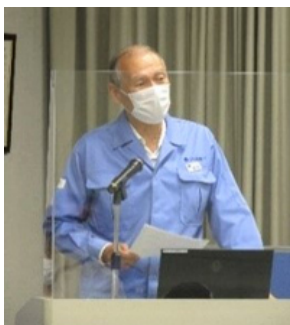
June 5 is the World Environment Day designated by the United Nations. Sumitomo Riko has designated June as "Environment Month" and holds events to promote environmental conservation efforts.

#### ○ Main activities during Environment Month

- Company-wide Environmental Conference
- Commendation of environmental conservation activities
- Environmental lectures by experts and specialists
- Environment-related activities at each plant
- Dissemination of management news related to Environment 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 2022, the event was held with a small number of people and remotely in order to take thorough measures to prevent the new corona virus infection.



President's Speech



Main Venue



Saitama Plant



## 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 2022, we received 59 applications from the entire group, and 14 particularly outstanding cases were honored. A collection of case studies was also created and shared within the Group and with external industry associations for horizontal deployment.



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



Commemorative Photo of Environmental Award  
Winners  
Tokai Rubber (Jiaxing) Co., Ltd. (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 fiscal 2021, we invited Professor Yukari Takamura of the University of Tokyo to give an environmental lecture on carbon neutrality. Approximately 100 people, including executives, attended the lecture. The lecture was also streamed on video at a later date so that all employees could listen to it and understand the importance of working on carbon neutrality and its necessity for us as a company.



A scene from environmental lecture

## Environmental Communication with Group Companies

In order to eliminate environmental risks at domestic and overseas Group companies, the Sumitomo Riko Group regularly visits its sites to inspect compliance with environmental laws and regulations and the status of environmental conservation management. This activity started in 2016, and in fiscal 2021, we inspected the environmental management systems of seven companies in China using a web conference system in response to the Corona pandemic, and provided advice for improvement.



Global Environmental Audits  
Tokai Jinrong Die (Tianjin) Co., Ltd.  
(China)

## Examples of External Awards

### Environmental Governance Award (Thailand)

SumiRiko Chemical and Plastic Products (Thailand) Ltd. (SRK-CP) 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

### 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)







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Environment

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

## Environmental Performance Data (Fiscal 2021)

### Environmental Performance Data by Region

Items for which independent assurance was received are marked with .

Item	Unit	Japan	Americas	Europe	China	Asia	Total	Reference pages
<b>Energy consumption</b>	PJ/year	2.15	1.76	0.80	1.57	0.92	7.19 <input checked="" type="checkbox"/>	▶ <a href="#">Climate Change Countermeasures</a>
<b>Greenhouse Gas (GHG) Emissions</b>	thousand t-CO <sub>2</sub> /year	108	72	28	92	49	350 <input checked="" type="checkbox"/>	
<b>Waste emissions</b>	thousand t/year	14.6	22.2	9.0	8.5	7.5	61.7	▶ <a href="#">Waste Reduction</a>
<b>Water consumption</b>	million m <sup>3</sup> /year	1.77	0.52	0.77	0.64	0.42	4.12	▶ <a href="#">Water Consumption</a>

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

### Breakdown of Energy Consumption by Sumitomo Riko Group

Third party guarantee

Energy Type	Amount used (TJ)
<b>Electricity</b>	5,237.6
<b>City gas</b>	1,307.6
<b>LNG</b>	84.6
<b>LPG</b>	161.2
<b>Heavy fuel oil A</b>	0.2
<b>Heavy fuel oil C</b>	0.9
<b>Diesel fuel oil</b>	21.9
<b>Kerosene</b>	1.1
<b>Gasoline</b>	0.7

Energy Type	Amount used (TJ)
Steam	371.7
Cold water	0.5
Hot water	0.6
<b>Total</b>	<b>7,188.6</b>

GHG emissions in Scope 1, 2, and 3

Third party guarantee 

			FY 2021	Calculation Method
<b>Scope1</b>	Scope1 total		82	Energy Consumption by Energy Type x emission factor*1
<b>Scope2</b>	Scope2 total	Location-based method	268	Energy Consumption by type x emission factor*1 and 2
<b>Scope3</b>	Category 1	Purchased Goods and Services	1,659	Amount of raw materials procured by item (weight) x emission factor (average data)*3 Amount of parts procured by item (monetary) x emission factor (data collected from suppliers)
	Category 2	Capital Goods	96	Capital investment amount x emission factor per capital goods price (average data)*4
	Category 3	Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)	69	Amount of energy used by type x emission factor (average data)*3
	Category 4	Upstream Transportation and Distribution	38	Activity by mode of transportation (ton-kilometer) x emission factor (average data)*4
	Category 5	Waste Generated in Operations	12	Waste weight by disposal method x emission factor (average data)*4
	Category 6	Business Travel	3	Number of employees x emission factor (average data)*4
	Category 7	Employee Commuting	12	Number of employees x number of working days x emission factor by work type and city classification (average data)*4
	Category 8	Upstream Leased Assets	-	Not applicable
	Category 9	Downstream Transportation and Distribution	5	Product shipments of which the company is not a shipper (value) x emission factor (in-house scenario)
	Category 10	Processing of Sold Products	106	Product shipments (value) x emission factor (in-house scenario)

			FY 2021	Calculation Method
	Category 11	Use of Sold Products	1,249	Product weight x emission factor by vehicle drive source*5
	Category 12	End-of-Life Treatment of Sold Products	10	Product weight x emission factor by waste type (average data)*4
	Category 13	Downstream Leased Assets	-	Not applicable
	Category 14	Franchises	-	Not applicable
	Category 15	Investments	-	Not applicable
	Scope3 total		3,256	
<b>Total (Scope1+2+3)</b>			3,606	

(Thousand t-CO<sub>2</sub>eq/year)

The emission intensity databases used are as follows:

\*1 "Act on Promotion of Global Warming Countermeasures" and "Act on Rationalizing Energy Use," Japan

\*2 "CO<sub>2</sub> Emissions from Fuel Combustion (2020 edition)", IEA

\*3 "LCI Database IDEA v2.3", Sustainable Management Promotion Organization, Japan

\*4 "Emission Factor Database on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver. 3.2)," Ministry of the Environment, Japan

\*5 "JAPIA LCI Calculation Guidelines (Second Edition)," Japan Auto Parts Industries Association (JAPIA)

## 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 (millions of yen)	Environmental protection benefits
Item	Major Investment Item	(millions of yen)		
Pollution prevention	Water pollution prevention etc.	56	—	Countermeasures for air and water quality
Global environmental protection	Global warming mitigation etc.	85	18*1	Reduced GHG emissions
Resources recycling	Reduced / recycled waste etc.	5	33*2	Reduced amount of waste generated
<b>Total</b>		146	54	

\*1 Total GHG emissions reduction amount based on reduction activities × Average unit price of GHG

\*2 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)	Boiler	Soot and dust	g/m <sup>3</sup> N	0.05	<0.004	<0.004	<0.004
		Sulfur oxide	K-value	9.0	0.04	0.04	0.04
		Nitrogen oxide concentration* <sub>1</sub>	ppm	600	150	62	118
Water quality	Effluent	Hydrogen-ion concentration	pH	5.8~8.6	7.8	7.2	7.5
		Biochemical oxygen demand	mg/L	25	3.6	1.0	2.1
		Suspended solids	mg/L	30	8.0	2.0	5.0
		n-Hexane extracted substance content	mg/L	5	<1	<1	<1
Emission and transfer of substances covered by the PRTR Law			t/yr	—	121		

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

\*<sub>1</sub> Nitrogen oxide concentration (NO<sub>x</sub>) regulation value is changed because CGS data is included.

#### ○ Matsusaka Plant

		Measurement item	Unit	Control standard	Actual performance values		
					Max.	Min.	Avg.
Atmosphere (major equipment)	Boiler	Soot and dust	g/m <sup>3</sup> 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	39	19	29
Water quality	Effluent	Hydrogen-ion concentration	pH	5.8~8.6	7.3	7.0	7.2
		Biochemical oxygen demand	mg/L	130	50	4	25
		Suspended solids	mg/L	130	5	<1	2
		n-Hexane extracted substance content	mg/L	5	3	1	1
Emission and transfer of substances covered by the PRTR Law			t/yr	—	128		

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 <sup>3</sup> N	0.1	<0.01	<0.01	<0.01
		—*1	—	—	—	—	—
		Nitrogen oxide concentration	ppm	150	23	11	23
Water quality	Effluent	Hydrogen-ion concentration	pH	5.8~8.6	7.7	7.1	7.4
		Biochemical oxygen demand	mg/L	25	4.8	2	3.2
		Suspended solids	mg/L	50	1.0	<1.0	<1.0
		n-Hexane extracted substance content	mg/L	5	0.7	<0.5	<0.5
Emission and transfer of substances covered by the PRTR Law			t/yr	—	11		

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

\*1 Sulfur oxides: Not applicable because only gas-fired boilers are used.

## ○ 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	○



Country		Company	Abbreviation	Certification
		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
	Germany	SumiRiko AVS Germany GmbH	SRK-GER	○
	Czech	SumiRiko AVS Czech s.r.o.	SRK-CZ	○
	France	SumiRiko Rubber Compounding France S.A.S.	SRK-RCF	○
		SumiRiko SD France S.A.S.	SRK-SDF	○
	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	China	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	○
		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	○

Country		Company	Abbreviation	Certification
	<b>Thailand</b>	SumiRiko Eastern Rubber (Thailand) Ltd.	SRK-ER	○
		Inoac Tokai (Thailand) Co., Ltd.	ITTC	○
		SumiRiko Rubber Compounding (Thailand) Ltd.	SRK-RCT	○
		SumiRiko Chemical and Plastic Products (Thailand) Ltd.	SRK-CP	○
		SumiRiko Fine Elastomer (Thailand) Ltd.	SRK-FT	○
	<b>Indonesia</b>	PT. Tokai Rubber Indonesia	TRID	○
		PT. Tokai Rubber Auto Hose Indonesia	TRHI	○

 **SUMITOMO RIKO Company Limited**

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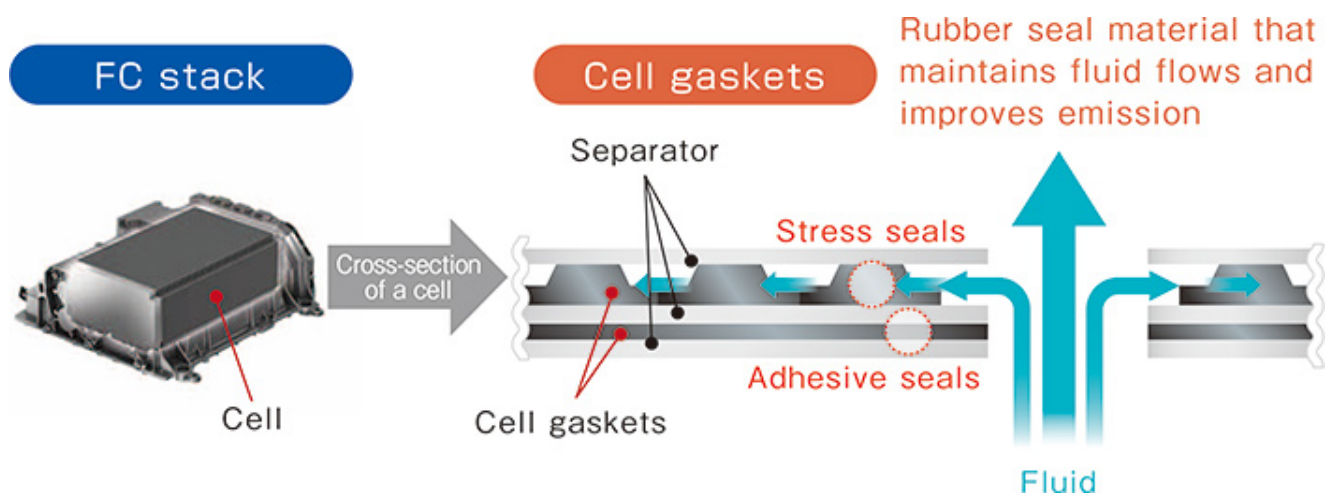
# Environmentally Friendly Products



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 2021. 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.



## Flexographic Printing "AquaGreen™"

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.



## 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 greenhouse gas emissions.



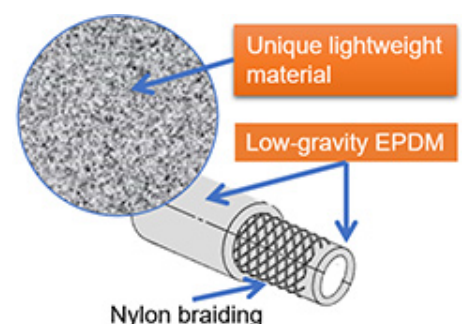
## Development of Biohydriin Rubber

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 greenhouse gas 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®"

Finesulight®, developed by Sumitomo Riko, is a thin-film material with high heat insulation properties. We are promoting its application to manufacturing sites, living room spaces, facilities, and products.

By installing Finesulight® around heat sources and other locations to improve thermal efficiency in factories and facilities and reduce the operating rate of air conditioning, we can reduce energy consumption, such as fuel and electricity, leading to a reduction in carbon dioxide (CO<sub>2</sub>) emissions associated with our business activities.

This will encourage carbon neutrality for our customers and contribute to the realization of a decarbonized society.



Aluminum melting furnace without Finesulight (left)/ Aluminum melting furnace with Finesulight (right)

Finesulight®, a thin-film high thermal insulation material, received the Aichi Invention Award at the 2022 Aichi Invention Awards sponsored by the Aichi Prefecture Institute of Invention and Innovation (AIJI).

 **SUMITOMO RIKO Company Limited**

Inquiry





Top > Safety and Health > Safety and Health Management

Safety and Health

Shareholders and Investors, Suppliers and Other Trade Partners, Employees

# Safety and Health Management



## Commitment

### Message from the Officer in Charge

With safety as our motto, we practice safety and health activities that earn the trust of all!

For the safety, security, and health of our employees, we promote risk reduction through a cycle of standardization, operational practice, inspection, and continuous improvement.

I am committed to raising safety awareness by taking the lead in safety actions and communicating directly with employees at work sites. We will continue to share and deploy examples of good activities, identify what the problems are at the sites where accidents occur, and prevent recurrence and make improvements. We continue to provide remote training and audits to each of our group sites, and are working on resuming our global activities Genchi-genbutsu (Go & see at the scene) for the future post corona era. With the belief that "change your mindset and you will change your actions, and change your actions and you will change your mindset," we will do our utmost to ensure that all employees of the Sumitomo Riko Group can feel safe and healthy from the moment they leave home to the moment they return home. 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 operate the GSSs (Global Safety Standards), which includes various safety standards.



## Basics of Safety and Health

### Safety Philosophy

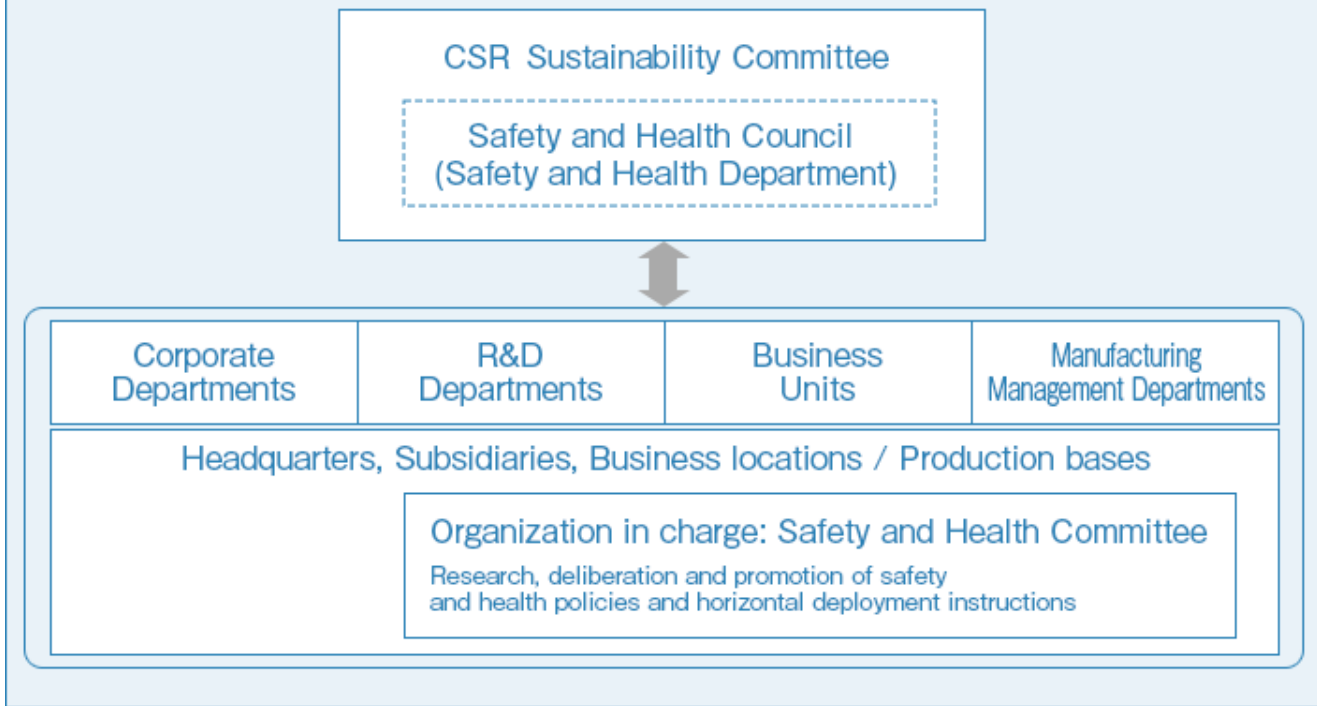
Safety is our top priority for happiness of all employees and prosperity of the company. We confirm the safety before starting operations of the day.

### 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, workers participate in safety and health patrols and decision-making at various safety and health meetings and plant Safety and Health Committees. 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

Establishing a Safe Organization	Creating a Safe Workplace
<ul style="list-style-type: none"> <li>*Safety patrols: Detection and improvement of unsafe behaviors and conditions</li> <li>*Work observation: Establishment and standardization of safe procedures</li> <li>*Pursuit of the root cause of accidents, horizontal development and continuation of countermeasures</li> </ul>	<ul style="list-style-type: none"> <li>*Organizing: Elimination of unsafe conditions</li> <li>*Separation of people and vehicles</li> <li>*Fire prevention activities: Equipment inspection, maintenance, cleaning</li> <li>*Improvement of workplace environment in terms of chemicals, heat, noise, etc.</li> </ul>

Creating Safe People
<ul style="list-style-type: none"> <li>*Safety Dialogue: Improvement of safety awareness and knowledge</li> <li>*Deterrence of unsafe behavior in each business division</li> <li>*Establishment, implementation, and auditing of GSSs</li> <li>*Risk prediction training: Improve sensitivity to hazards</li> <li>*Education and training on abnormal treatment procedures</li> </ul>

Traffic Safety
<ul style="list-style-type: none"> <li>*Analysis of causes of traffic accidents</li> <li>*Communicating hazardous areas to employees</li> <li>*Traffic safety instruction</li> <li>*Traffic KYT (Risk Prediction Training)</li> </ul>



Safety Conference



Safety Dialogue with the President

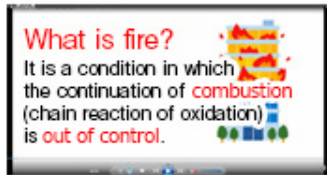


Safety patrols by officers in charge of safety and health



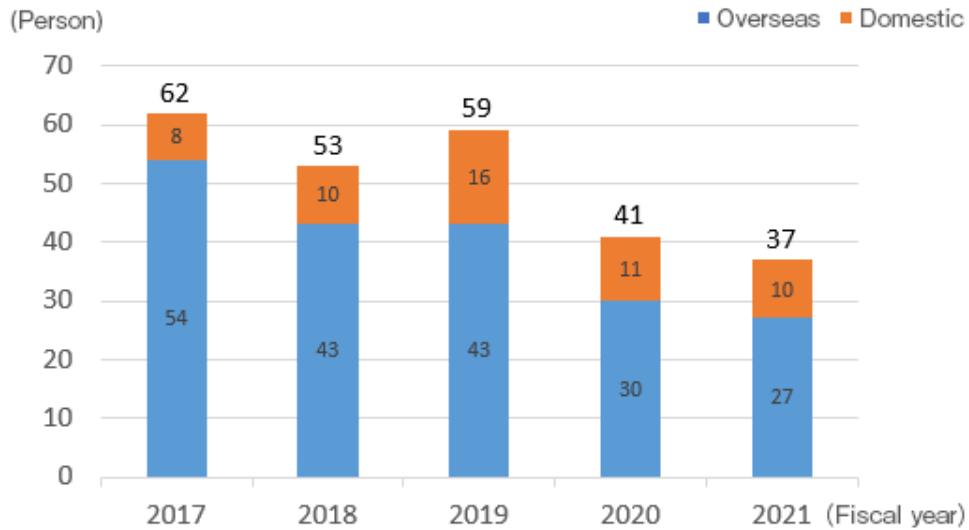
← Traffic safety education using VR

Fire prevention education video →

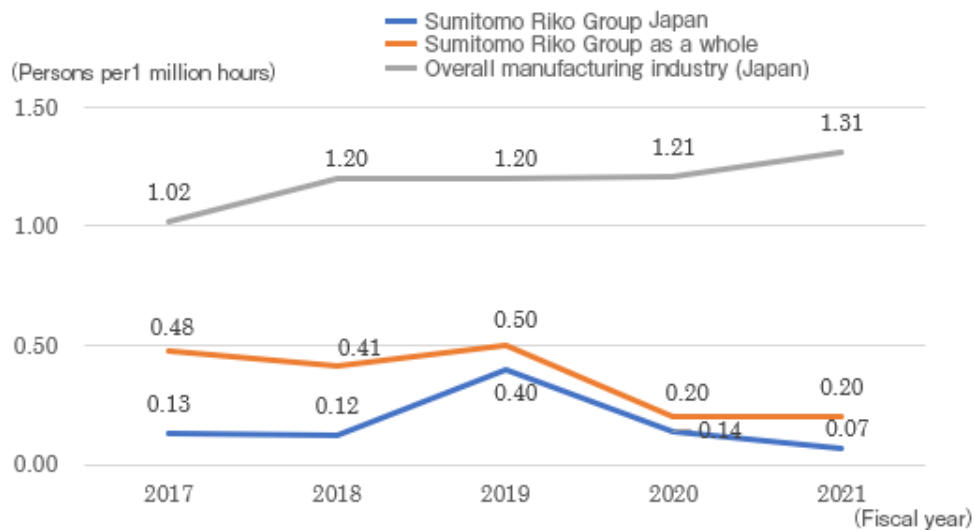


Fire and traffic safety training

○ 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.





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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 good physical and mental health of all Sumitomo Riko Group employees and their families is the "management foundation that supports the sound and sustainable growth of the company," and in April 2017, we established the "Sumitomo Riko Group's Health and Productivity Management Statement".

#### 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 sixth consecutive year



In March 2022, our company was certified as "Certified Health and Productivity Management Outstanding Organization (White 500)" for the sixth consecutive year. We believe that the health management of our employees is an important role of the company, and the Human Resources Business Support Office and Healthcare Office are playing 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	FY2021 Performance	FY2022 Target
<b>Rate of regular health checkups taken</b>	100%	100%	100%	100%
<b>Percentage of retests taken</b>	80%	55%	80%	80%



	FY2019 Performance	FY2020 Performance	FY2021 Performance	FY2022 Target
Percentage of employees who smoke	31.6%	30.9%	29.9%	Less than 25%
Percentage of employees who exercise regularly (*1)	19.5%	21.8%	22.5%	At least 30%
Number of participants in walking events per event/year	309 people	449 people	880 people	1,000 people or more
Number of participants in health improvement training	1,199 people	1,375 people	2,968 people	2,000 people or more
Stress check response rate	95.2%	88.5%	92.4%	95%
Health point system (Pep Up) registration rate	-	23.6%	30.8%	35%

(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 radio exercises and health-building exercises in order to promote safety measures, build healthy bodies, and develop exercise habits. In particular, in order to increase the percentage of employees with exercise habits, we have introduced a health point system in cooperation with the Health Insurance Society since fiscal 2020 to raise employees' health awareness. Other programs include health education and training for all employees, as well as workplace training tailored to the needs of each workplace, such as physical fitness tests.

As a measure against coronavirus infection, we provide training using remotes in place of face-to-face group training and distribute training videos with audio through the company intranet.



Health Building Exercise



Health Point Event  
(Held from January to March 2022)





## (2) Mental Health Measures

Our company implements comprehensive mental health measures, including in-house mental health-related training such as listening training to improve listening skills and anger management training to control anger, individual consultations by psychiatrists, early response to employees with mental health problems by industrial health staff, and measures to return to work and prevent recurrence using our original return-to-work program.

In addition, we are also implementing self-care measures to take care of one's own stress by utilizing stress checks, and line-care measures to understand and improve the workplace environment on a day-to-day basis, based on group analysis results.



Self-care workplace training



Letter to make employees aware of mental health



Anger Management Web Training

## (3) Lifestyle-related disease measures

### Smart Club activities

As one of the measures to prevent lifestyle-related diseases, we conduct Smart Club activities in which groups such as workplace units work on weight loss and lifestyle improvement.

### Health seminars on women's cancer prevention, etc.

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 FY2021, training materials were prepared separately for women and for supervisors and men, and distributed throughout the company.

Furthermore, we distribute training materials on how to deal with alcohol and how to read the results of health checkups, hold health lectures at life planning seminars for employees aged 57, and provide health guidance by public health nurses and nurses for employees approaching retirement age.

**健康ニュース**  
2022-5月号  
～マテリアル スマートチャレンジ22 ご報告～  
2022年2月～3月、ヘルスケア部よりマテリアル事業部において、心疾患・脳疾患の主な原因となる「脂質」を改善することを目的に、「食事・運動」の両面からアプローチした「スマートチャレンジ」の取り組みをご紹介します。この取り組みは、マテリアル事業部の皆様、ご協力いただきました。ご報告中にお見せいたしました。マテリアル工場・検査場の従業員の方々にお礼申し上げます。

**1. 健康アプリ「PepUp」登録促進率**  
登録率の推移  
結果：21年度比自己申告率30%に達した。  
【ポイント】スマートクラブの導入により、健康意識の向上が期待されています。

**2. チームでの健康意識**  
健康意識の向上  
結果：21年度比自己申告率30%に達した。  
【ポイント】スマートクラブの導入により、健康意識の向上が期待されています。

Smart Club Case Study

**定期健診結果を確認しよう！  
詳細編**

①BMI	p.2
②血圧	p.3
③血糖値	p.5
④総コレステロール	p.7
⑤総たんぱく質	p.8
⑥総ビリルビン	p.9
⑦肝機能	p.11
⑧血清γ-GTP	p.13
⑨血清力・糖化	p.14
⑩尿検査(尿糖・尿蛋白)	p.15
⑪ABC検査(健康診断)	p.16
⑫便潜血検査(健康診断)	p.17

一緒に確認していきましょう！

How to read the health checkup results



Life planning seminar for 57-year-old employees

## Prevention of passive smoking and quit-smoking measures

With the goal of achieving a smoking rate of less than 25%, our company encourages employees to quit smoking by patrolling outdoor smoking areas on the 22nd of each month as "Swan Swan Day". On World No Smoking Day, May 31, 2022, we distributed company-wide anti-smoking news on the theme of tips to quit smoking. The Matsusaka Plant held a one-day non-smoking day on the premises on World No Smoking Day. We are also engaged in anti-smoking promotion activities, such as calling for smoking cessation in our in-house health news.

**5/31は世界禁煙デー**  
5/31～6/6は「禁煙週間」です

禁煙のコツ① 禁煙開始日を決める  
禁煙を開始する日を紙に書き、周囲に宣言すると効果的！

禁煙のコツ② 吸いたくなった時の対処法を考える  
吸いたくない気持ちのピークは、禁煙開始後2～3日です。ここを乗り越えるための方法を考えおきましょう！

禁煙のコツ③ アプリや禁煙仲間などサポートを作る  
禁煙を一人で実践するのはなかなか難しいものです。サポートから応援してもらい、乗り越えましょう！

**健康ニュース**  
2022年6月17日

プラスの変化をイメージしながら乗り切ろう！  
～タバコをやめた瞬間から表れる健康サイン～

- 3か月～9か月後：食欲が改善、気管支炎を起こしにくくなる。
- 2週間～3か月後：悪臭が軽減、咳が軽減する。
- 8時間経つと：血中の一酸化炭素濃度が低下、体内の酸素濃度が上昇。
- 72時間経つと：呼吸が楽になる、肺機能が回復する。
- 48時間経つと：喫煙や味覚が回復し、睡眠、食事が美味しくなる。
- 24時間経つと：心臓発作のリスクが減少、ニコチン離脱症状が軽減する。

**COPDについて**

COPDは肺への空気の通りが悪くなり、呼吸がうまくできなくなる病気です。進行した場合は「陸で歩けるような息苦しさ」が表現されるほどです。主に長期間の喫煙により発症し、日本では毎年1万5000人以上が亡くなっています。コロナも重症化しやすいので、下記の質問票でチェックし、早期に対応しましょう。

**COPDの症状**

咳や痰が出る → 軽い運動・階段・坂道での息切れ → 安静時でも息切れが起きる  
安静時でも息切れが起きる → 酸素吸入が必要となる

**【COPD集団スクリーニング質問票 (COPD-PS)】**

①過去4週間に、どのくらい胸痛を感じましたか？  
 全く感じなかった (0点)  数回感じた (0点)  ときどき感じた (1点)  ほとんどいつも感じた (2点)  ずっと感じた (2点)

②喫煙をしたとき、タバコやたばこが出たことが、これまでにありますか？  
 一度もない (0点)  たばこに煙草や葉の燃焼品にたばこだけ (0点)  1カ月のうち数日 (1点)  1週間のうち、ほとんど毎日 (1点)  毎日 (2点)

③過去12カ月の自身に最も当てはまる回答を選んでください。呼吸に問題があるため、以前に比べて活動しなくなった。  
 まったくそう思わない (0点)  そう思わない (0点)  何とも思わない (0点)  そう思う (1点)  とてもそう思う (2点)

④これまでの人生で、たばこを少なくとも100本は吸いましたか？  
 いいえ (0点)  はい (2点)  わからない (0点)

⑤年齢はおいくつですか？  
 35～49歳 (0点)  50～59歳 (1点)  60～69歳 (2点)  70歳以上 (2点)

Distribution of information on smoking cessation tips, health news, etc.

## Cooperation with Group Companies and Training Support for Internal Partner Companies

To promote the health of group employees in Japan and those stationed overseas, we are engaged in health promotion activities throughout the group, such as by offering a health point system and health training programs to affiliated companies. We also provide training support to our onsite construction subcontractors, including training on heat stroke.



Training for onsite partner companies

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

At the conferences such as the National Industrial Safety and Health Convention and the Japan Society for Occupational Health, we present the results of our efforts to maintain and promote employee health, including measures to ban passive smoking, our original return-to-work program using objective indicators for employees with mental disorders, and workplace improvement activities using stress checks.

In Aichi and Mie prefectures, we are registered with the prefectural government's Health Management Network as a company promoting health management, and we introduce our health promotion activities.



Aichi Health Management Network

## ○ Strengthening of collaboration between the company, labor union, and health insurance association

Currently, our company and the Health Insurance Society are working together to promote the health of employees and their families in an effective and efficient manner through collaborative health care.

In addition, our company, labor union, and Health Insurance Society hold regular meetings of the Health Management Business Promotion Committee to strengthen cooperation among the three parties in disease prevention and health promotion activities for employees.



Labor Union Fuji-Susono Branch Mental Health Training

 SUMITOMO RIKO Company Limited

Inquiry



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Human Rights

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

# The Sumitomo Riko Group Policy on Human Rights



The Sumitomo Riko Group, in accordance with the Sumitomo Spirit and the Sumitomo Riko Group Corporate Principles, shall strive to be a group of companies worthy of society's trust by conducting business activities in an honest manner.

As we continue to develop together with the global community, the Sumitomo Riko Group recognizes that all of its business activities must be based on respect for human rights. The Sumitomo Riko Group will work ethically and responsibly for the respect of human rights ensuring that our entire group will uphold this standard.

## 1. Stance

The Sumitomo Riko Group hereby sets "The Sumitomo Riko Group Policy on Human Rights" (hereinafter referred to as "the Policy") to promote initiatives for respect to human rights. The Policy shall be guided by the following documents and represents the Sumitomo Riko Group's commitment to respecting human rights based on The Sumitomo Spirit and The Sumitomo Riko Group Corporate Principles as described in the Code of Conduct.

- The International Bill of Human Rights (the Universal Declaration of Human Rights, and the International Covenants on Human Rights) that sets forth fundamental human rights to be enjoyed by all people in the world.
- The ILO Declaration on Fundamental Principles and Rights at Work that set forth by the International Labour Organization (ILO) which stipulates basic rights at work i.e. freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.
- The Guiding Principles on Business and Human Rights of the United Nations.
- The Ten Principles of the UN Global Compact of the United Nations.

## 2. Scope of Application

The Policy will apply to all executives and employees of the Sumitomo Riko Group (all employees including executives, permanent employees, contract employees and temporary employees.) The Sumitomo Riko Group also expects all business partners related to its business activities to comply with the Policy.

### 3. Responsibility to Respect Human Rights

The Sumitomo Riko Group will aim to fulfil its responsibilities by ensuring that its business activities respect and enhance human rights. In the event our business activities should make any adverse impact on human rights, it shall be handled appropriately for correction.

Furthermore, we expect our business partners and stakeholders to respect the same standards of human rights as the Sumitomo Riko Group, to prevent violation and correct any breaches.

#### ① Human Rights Due Diligence

To fulfill our responsibilities in regard to respect for human rights, the Sumitomo Riko Group will establish a system of human rights due diligence through the implementation of "Guiding Principles on Business and Human Rights" of the United Nations, and implement this in an ongoing manner. Human rights due diligence includes specifying and evaluating negative impacts imposed potentially or actually and taking measures to prevent or mitigate such risks.

#### ② Remedy

In the event the Sumitomo Riko Group's business activities result in violation of human rights or it becomes clear that it was involved in making such adverse impact, we will provide for an appropriate remedy.

#### ③ Training and Education

The Sumitomo Riko Group will provide appropriate training and education to its executives and employees.

#### ④ Compliance with Applicable Laws and Regulations

The Sumitomo Riko Group will comply with the laws and regulations of all countries where it conducts its business activities. In the event that we face contradiction between internationally recognized human rights standards and the laws of the relevant country, the Sumitomo Riko Group will pursue ways to honor the principles of internationally recognized human rights.

#### ⑤ Dialogue and Consultation

The Sumitomo Riko Group, in various efforts under the Policy, will make use of the independent and external expertise concerning human rights and will engage sincerely in holding dialogues and consultation with the stakeholders.

#### ⑥ Information Disclosure

The Sumitomo Riko Group will disclose the progress of the initiatives regarding human rights based on the Policy on its website and reports.

July 1, 2022

Representative Director and President & CEO

Kazushi Shimizu

 The Sumitomo Riko Group Policy on Human Rights (370KB)



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 **SUMITOMO RIKO Company Limited**

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Diversity & Inclusion

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# Diversity Management



## Commitment

### Message from the Officer in Charge

The Sumitomo Riko Group states in its Management Philosophy that it will "Foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality," and recognizes the promotion of diversity and inclusion (hereinafter referred to as D&I) as the foundation of its management, aiming to "create a workplace where everyone can demonstrate their abilities". Currently, approximately 80% of all employees work outside of Japan, making the promotion and implementation of D&I increasingly important.



Our D&I promotion structure began with the establishment of the Diversity Committee in 2015 as a subcommittee of the CSR Committee (now the CSR Sustainability Committee), followed by the establishment of the Diversity Promotion Office in the Human Resources Division in 2016 as a specialized organization. The Diversity Promotion Office has since been reorganized into the Diversity Promotion Section, and later into the D&I Group of the Human Resources Division to promote activities from a company-wide perspective, while keeping a close eye on social trends in addition to gathering the opinions of employees.

We will continue to actively promote D&I on a group-wide and global basis, aiming to create a corporate culture in which each and every employee, regardless of race, ethnicity, nationality, religion, age, educational background, gender, gender identity, sexual orientation, or disability, can respect each other's individuality and play a meaningful and rewarding role. We would like to ask all of our stakeholders for your understanding of our group's human resources and D&I initiatives and for your continued support.

**Hideo Yamane**

Director and 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 D&I 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 D&I. 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 D&I Group of the Human Resources Section is responsible for implementing diversity principles and measures throughout the Group companies. The D&I Group of the Human Resources Section belongs to the Human Resources Department, and works in cooperation and collaboration with the CSR Planning Office, Human Resources Development Department, and Human Resources Business Support Office 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 <i>(Diversity as a matter of course)</i></p>	<p>Realization of diversity &amp; inclusion throughout the Group worldwide</p>	<p>Enhancement of diversity &amp; inclusion throughout the Group worldwide</p> <p>Achievement of 2022V</p>

### ○ Key diversity challenges and outcomes in FY2021

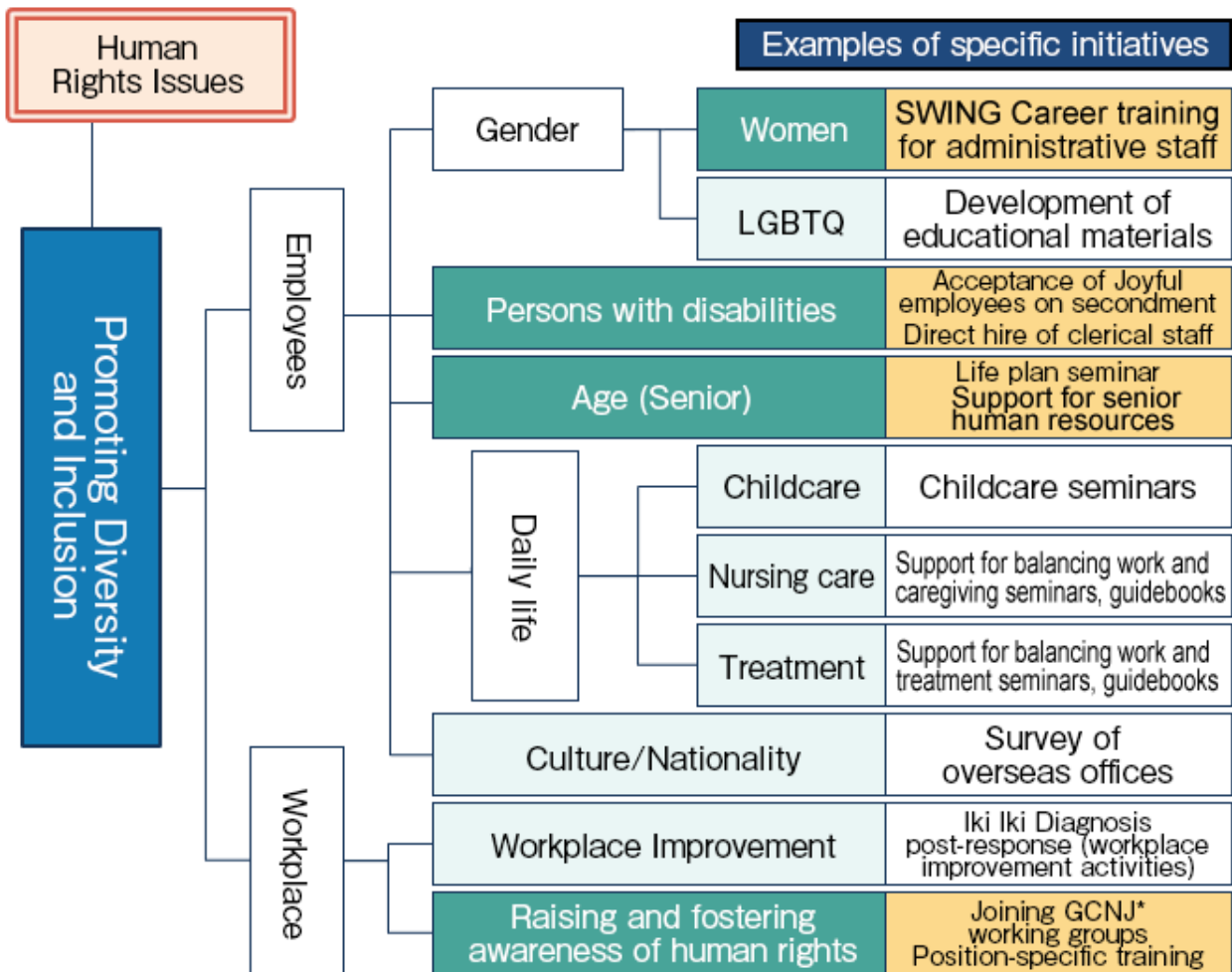
Theme	Key Diversity Challenges in FY2021	FY2021 Actual
Empowerment of diverse people for success in work	Women account for 30% of all new recruits	- 23.8% (March 2022)
	Promote employment of people with disabilities (legally prescribed minimum employment rate: 2.30%)	- 2.51% (March 2022, Applied for 3 Special Subsidiary companies). Target achieved - Started accepting 4 temporarily assigned employees from special-purpose subsidiary,

Theme	Key Diversity Challenges in FY2021	FY2021 Actual		
		SumiRiko Joyful		
<b>Work style reform</b>	Clarify and analyze actual situation to create comfortable workplace environments	- Conducted line care training 4 times to promote workplace improvement activities utilizing the results of group analysis of the Company's stress check "Iki Iki Diagnosis". 170 managers participated.		
	Examine and improve current reforms of systems	Implemented fixed-point observation of in-house programs		
	Strengthen support programs for employees balancing work with childcare or nursing care responsibilities	Nursing care	<ul style="list-style-type: none"> <li>- Established direct help line offering free advice from external experts (Number of calls received in FY2021: 2)</li> <li>- Conducted seminars on balancing work and family responsibilities by video distribution</li> </ul>	
		Childcare	<ul style="list-style-type: none"> <li>- Conducted an online tour of an on-site daycare center for employees on childcare leave</li> <li>- Released video tour of the in-house daycare center "Koara-Pokke".</li> </ul>	
<b>Mindset reform and cultivation of corporate culture</b>	Strengthening of information dissemination capabilities	<ul style="list-style-type: none"> <li>- Dissemination information 3 times through the company newsletter "Mitsukumi"</li> <li>- Published diversity information 8 times in HRNews</li> <li>- Update the latest information on the company website "G.Portal"</li> </ul>		
	Awareness-raising activities through various training programs	<ul style="list-style-type: none"> <li>- Included diversity training in all position-specific training programs.</li> <li>- Held Sumitomo Electric Group Women's Forum "SWING" for career-track employees for the first time with 50 participants</li> </ul>		
	Certification schemes	<ul style="list-style-type: none"> <li>- Made use of Tomonin nursing care support scheme</li> <li>- Took Nadeshiko Brand challenge</li> </ul>		

## ○ Key diversity challenges in FY2022

The following three items have been set as priority action items for D&I promotion.

1. Promotion of employment of the elderly and persons with disabilities, and promotion of women's activities
2. Promotion of human rights initiatives
3. Raising employee motivation by improving work-life balance



\*GCNJ: Global Compact Network Japan



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Diversity & Inclusion


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.

<b>1. Plan period</b>	April 1, 2019 to March 31, 2023
<b>2. Quantitative targets</b>	<ol style="list-style-type: none"> <li>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</li> <li>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</li> <li>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</li> </ol>
<b>3. Plan Details</b>	<a href="#">Refer to the Ministry of Health, Labour and Welfare website.(in Japanese)</a> 

### 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 fiscal 2021, we also newly held a "SWING Career Track Women's Forum" for female career-track employees.



※ 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 1.4%(8 managers) as of the end of fiscal 2021. 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	2019	2020	2021	2022(target)
Sumitomo Riko	7	8	8	30
	1.0%	1.1%	1.4%	
Global (including consolidated companies)	42	45	40	10.0%
	10.8%	10.4%	9.0%	

\* 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, 2 employees have been seconded to Sumitomo Riko Global Headquarters and 2 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



Change in the percentage of employees with disabilities

### Change in the percentage of employees with disabilities

FY	2019	2020	2021
<b>Percentage of employees with disabilities (as of March 31)</b>	2.29%	2.49%	2.51%

\* 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 2021, 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.

- 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.

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Diversity & Inclusion

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## 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 childcare and nursing care responsibilities. They are very extensive, taking into consideration the diverse circumstances of our employees today.



On-site daycare center, "Koala Pokke"  
(in Komaki Plant)

### Examples

#### [Childcare / Nursing Care]

Establishment of an on-site daycare center, introduction of "Telecommuting system", expansion of eligibility for "Shorter working hour system", introduction of "Shorter-hours flextime scheme", and establishment of "Nursing care consultation service" that allows direct consultation with specialists free of charge.

#### [Others]

"Job return system" that allows former employees to rejoin the company, "Birthday leave," "Career advancement leave" for the purpose of career advancement such as studying abroad, "Refresh leave" that can be taken for 5 days depending on years of service, "Volunteer leave" for use as a volunteer.

### Outline of support programs for childcare and nursing care

#### Support for childcare

Program	Outline	FY 2019	FY 2020	FY 2021
<b>On-site Daycare Center</b>	Koala Pokke, located on site at the Komaki Plant, accepts children ranging from infants to	28 people	27 people	35 people

Program	Outline	FY 2019	FY 2020	FY 2021
	those who are not yet at elementary school.			
<b>Childcare Leave</b>	Maternity leave can be taken from 6 weeks prior to the expected birth date until 8 weeks after giving birth. Childcare leave can be taken upon completion of maternity leave until the day before the child's second birthday.	59 people	62 people (52 female, 10 male)	65 people (55 female, 10 male)
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day. In fiscal 2018, availability of this scheme was expanded from children under 3 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.	44 people	43 people	55 people
<b>Childcare Flextime</b>	Employees with a child who has not completed elementary school education can set their own start and finish times at will. The application of the system can be flexibly changed every month.	99 people	96 people	77 people
<b>Child Sick Leave</b>	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 5 days per year.	22 people	10 people	18 people
<b>Childcare Holiday</b>	Employees with a child under 1 year of age can take up to 5 successive business days off.	50 people	43 people	51 people

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

Program	Outline	FY 2019	FY 2020	FY 2021
<b>Nursing Care Leave</b>	Up to 365 days nursing care leave can be taken per event	5 people	6 people	2 people
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day	5 people	1 people	3 people
<b>Short-term Family Care Holiday</b>	Up to 5 days per year can be taken by employees caring for 1 family member or up to 10 days per year if caring for 2 or more family members. (Can be taken in half-day increments)	10 people	6 people	6 people
<b>Nursing Care Flextime</b>	Employees can set their own start and finish times at will. The application of the system can be flexibly changed every month.	6 people	4 people	7 people
<b>Use of Professional Consultation Service</b>	Free consultation is available 24 hours a day, 365 days a year by e-mail or phone. Employees' family members can also use the service from anywhere in Japan.	8 cases	2 cases	2 cases

## 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 (removal of conditions and abolition of core hours, which had previously been available only for childcare and nursing care reasons), 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.

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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

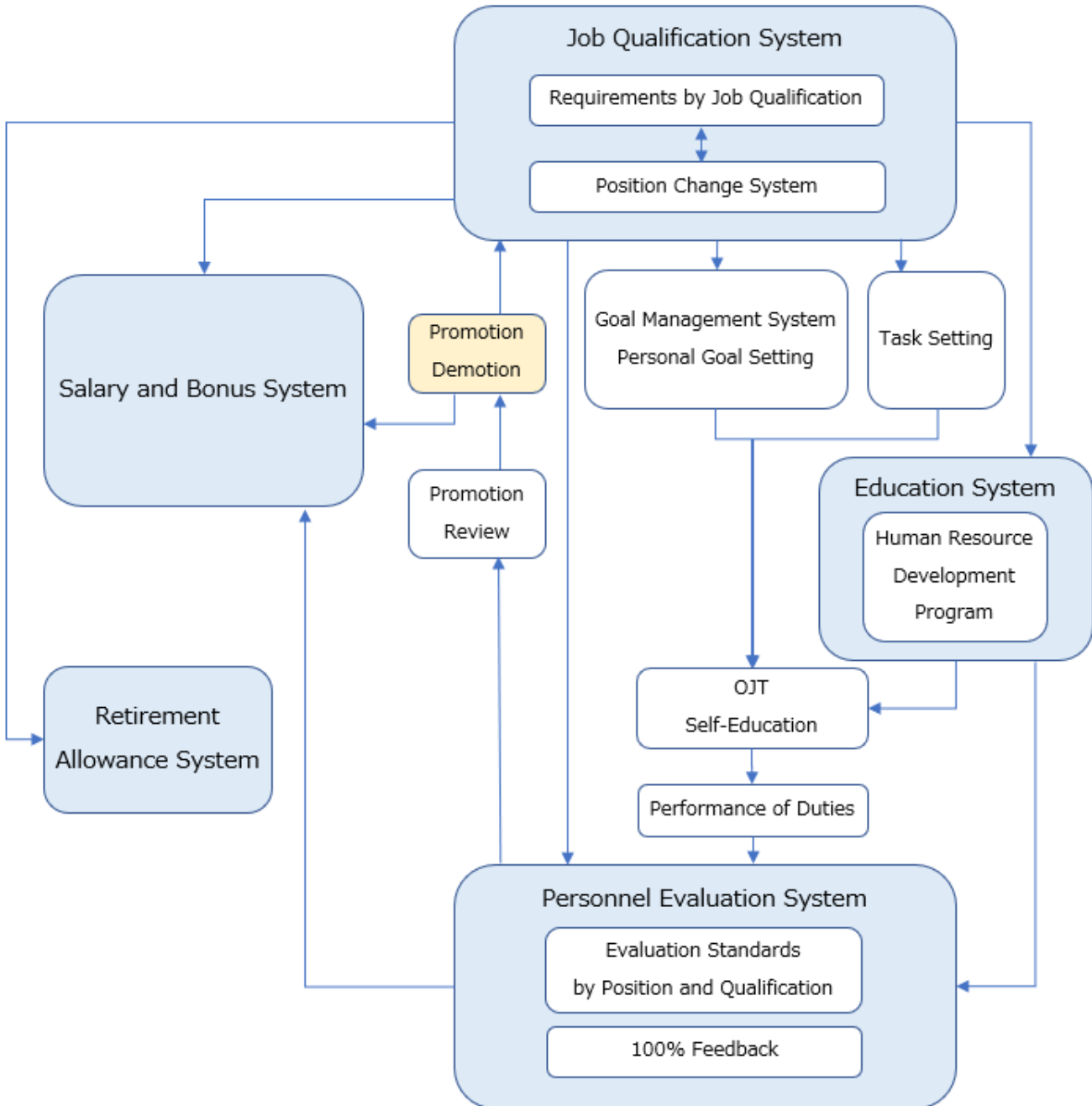
#### **Ensure transparency of Personnel and Staffing Systems**

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 (FY2021)



	Number of Employees	Number of Temporary Employees	Temporary Staffing, etc.	Total Number of Employees
<b>Domestic Total (persons)</b>	5,277	1,003	1,255	7,535
<b>Overseas Total (persons)</b>	20,242	629	2,858	23,729
<b>Sumitomo Riko Group Total (persons)</b>	25,519	1,632	4,113	31,264

### Employee Composition by Age Group (FY2021)

	Male	Female	Total
<b>Under 30 years old (persons)</b>	451	136	587
<b>30 to 50 years old (persons)</b>	1,803	396	2,199
<b>51 years old or older (persons)</b>	844	60	904
<b>Total (persons)</b>	3,098	592	3,690

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

### New Hires and Leavers

	FY 2019	FY 2020	FY 2021
<b>Number of New Hires (persons)</b>	429	120	59
<b>Percentage of New Hires (%)</b>	11.34	3.19	1.80
<b>No. of retirees (persons)</b>	97	81	107
<b>Turnover rate (%)</b>	2.56	2.15	3.27

※The figures are for Sumitomo Riko alone.

### Mid-Career Recruitment Rate

	FY 2019	FY 2020	FY 2021
<b>Mid-Career Recruitment Rate (%)</b>	32	21	22

※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	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">Management School</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">Managerial Personnel Training for Promoted Employees</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">Policy Management / Goal Management Training</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">Evaluator Training</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px;">Training for Reviewers</div> </div> <div style="display: flex; flex-direction: column; align-items: center; margin-top: 10px;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;">Advanced Management School</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px;">Training for 3rd-year Employees</div> </div>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;">Training for Employees Promoted to Higher Positions</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 10px;">Training for 3rd-year Employees</div> </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 10px;">                     Entering Company                     <ul style="list-style-type: none"> <li>· New Employee Training</li> <li>· Basic Training for New Employees</li> <li>· Pre-Assignment Training</li> <li>· Follow-up (6 months)</li> </ul> </div>	
	Global	Overseas Pre-Assignment Training, Pre-Assignment Briefings Private Language Lessons		
			Trainee System (Overseas Training)	
	SECQ Specialized Training *1		<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">OJT Trainers' Training</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">SQC Business Course</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">Quality Core Human Resource Development Course</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px;">MONOZUKURI Infrastructure (Safety, Quality and Manufacturing) Enhancement Training</div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px;">Staff (On-Site KAIZEN, Cost) Training</div> </div>	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 10px; width: fit-content;">                     SQC Basic Beginner                 </div>
	F Training ※2		F Training	
Re-do ZERO ※3	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 10px; width: fit-content;">                     Re-do ZERO Manager                 </div>	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 10px; width: fit-content;">                     Re-do ZERO Visualization                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 5px; width: fit-content;">                     Re-do ZERO Recurrence Prevention                 </div>		
			<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-top: 10px; width: fit-content;">                     Multivariate                 </div>	

By Needs	Specialized Knowledge	Analysis	Rubber Technology Introductory Course
		Basic Quality Engineering	
		FMEA	
		Intellectual Property Course (Advanced)	Intellectual Property Course (Beginner, Research, Intermediate)
		Internal Control Training	
		Legal Training Seminar, Competition Law / Anti-Bribery Training	
		Process Flow Course, Post-Replenishment Production and Tact Time Course	
		IT Utilization Seminar 1 (IT Services), IT Utilization Seminar 2 (Office Systems), 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		

# 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	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 45%;">                     Training for Promoted Employees                       Training for Reviewers                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 45%;">                     Entering Company New Employee Training                      Follow-Up Training (6 months / 3 years)                 </div> </div>	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 45%;">                     Enrollment Training by Grade                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 45%;">                     Entering Company New Employee Training                      Follow-Up Training (6 months / 3 years)                 </div> </div>
	Global	Overseas Pre-Assignment Training, Pre-Assignment Briefings, Private Language Lessons	
	SECQ Specialized Training *1	<div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     Plant Managers Meeting                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     Plant Manager Training                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     Special Training before Assuming Post of Manager                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     Training for Newly Appointed Managers                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     Plant Manager Development Training                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     MONOZUKURI School Basic Training                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     MONOZUKURI School Application training                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     MONOZUKURI Infrastructure (Safety, Quality and Manufacturing) Enhancement Training                 </div> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; margin-bottom: 5px; width: 80%;">                     MONOZUKURI Infrastructure (Safety, Quality and Manufacturing) Enhancement Training, the 2nd STEP                 </div>	
	F Training ※ 2	F Training	
	Re-do	Re-do ZERO Visualization	

	ZERO ※3		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 SECQ: 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 2021

For the training of career-track employees, we are in the second year of introducing a new education program based on "logical thinking," and are implementing education that focuses more on "communication skills" in consideration of internal issues and employee needs. In addition, in order to strengthen education for younger employees, we have begun introducing content that allows them to learn languages (Japanese and English), IT, and financial knowledge, which are essential for business people, on a voluntary and ongoing basis. Aiming to develop employees into full-fledged professionals within three years of joining the company, we provide training by on-the-job trainers and continue company-wide regular dialogue with trainers and supervisors at workplaces.

For clerical positions, we conducted video content training of directors' speeches to reinforce role recognition and expectations of employees. For technical positions, in addition to promoted employees, detailed training was repeatedly provided to current employees, offering training opportunities to a wide range of 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

The corona pandemic has brought about a major change in training style. Training using web conferencing tools has become the mainstream, and distributed training sessions combining group training and web conferencing tools are now frequently held. As a result of the flexible approach to quarantine measures in training, there were zero cases of corona infection during the training period. In addition, video and e-learning programs have become more active, and the diversification of learning styles has greatly progressed in this year. We will continue to provide timely and appropriate educational programs to develop human resources who can overcome the changes in the environment and beat the competition.



## ○ Number of Participants in Human Resources Training Programs (FY2021)

Program Name	Basic and Regular Training	Training by Job Level	Training by Needs	Total
<b>Number of Participants (persons)</b>	19	1,136	97	1,252

※Target: Sumitomo Riko and domestic group companies

## 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 2019	FY 2020	FY 2021
<b>Number of union members /Total number of employees</b>	3,080 / 3,784	3,102 / 3,765	2,958 / 3,690

※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.

 **SUMITOMO RIKO Company Limited**

Inquiry



Top > Corporate Citizenship > Corporate Citizenship Activities Management

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 corporate citizenship activities. We believe that our corporate citizenship 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 corporate citizenship activities on a Group-wide basis, we launched the Corporate Citizenship 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 corporate citizenship 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 corporate citizenship 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 corporate citizenship initiative and I will be grateful for your frank views and recommendations.

**Hideo Yamane**

Director and Managing Executive Officer

### Basic Principles of Corporate Citizenship Activities

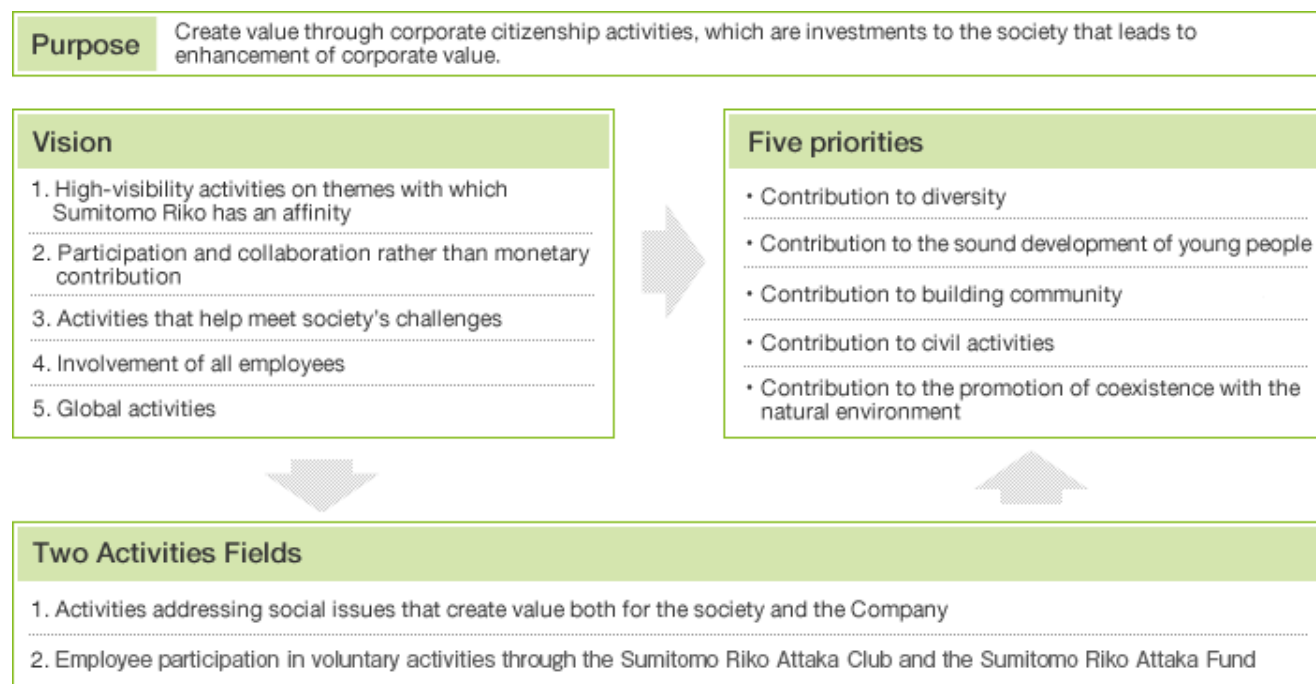
The Sumitomo Riko Group is committed to corporate citizenship activities in order to fulfill its role as a public entity in society and to become a company that is reputed to be "Lucky to have Sumitomo Riko Group in this town". The Group's corporate citizenship policy states: "Sumitomo Riko Group recognizes 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 corporate citizenship 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 corporate citizenship 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.

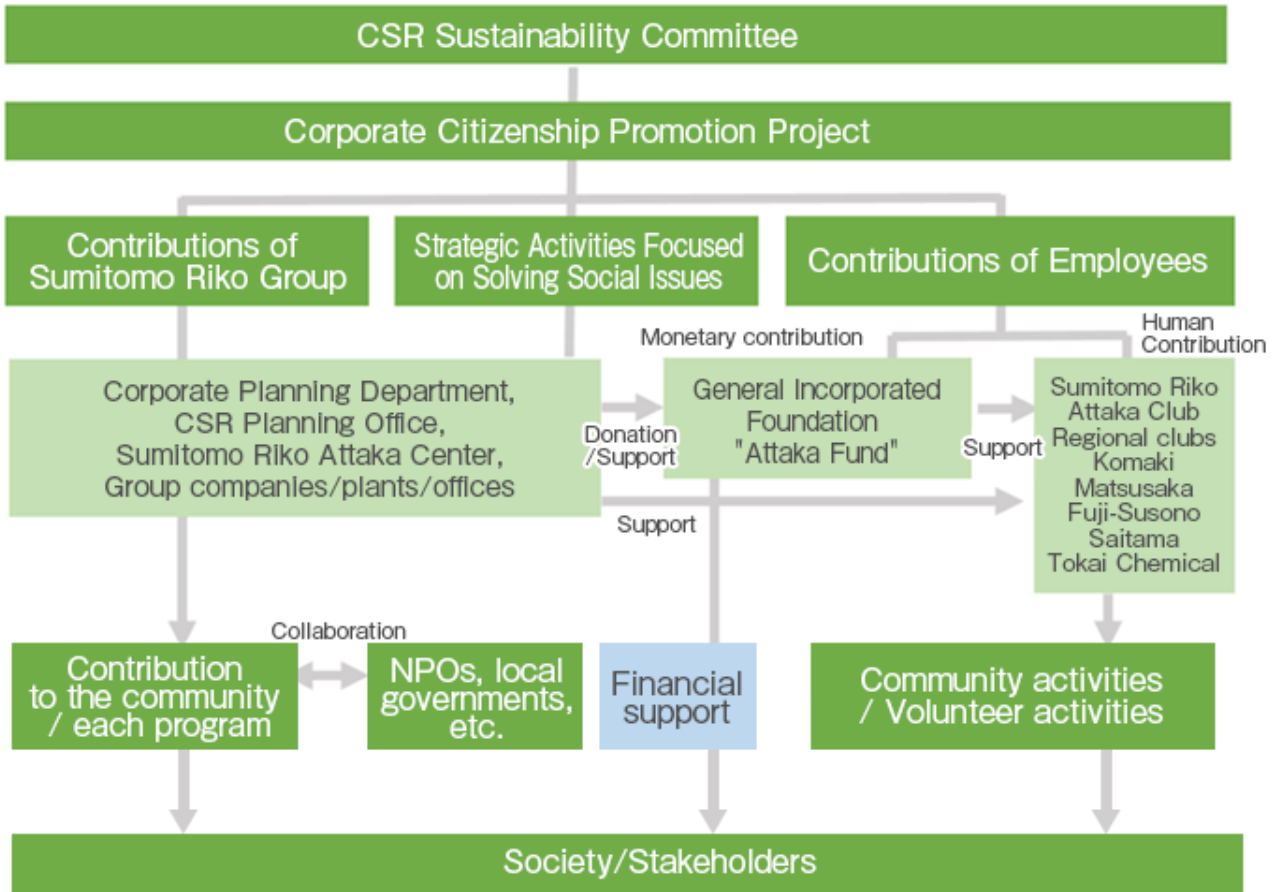
## ○ Framework of our corporate citizenship activities

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



## Corporate Citizenship Promotion Structure

Based on the corporate citizenship policy and the framework, the Corporate Citizenship Committee was established as one of the six committees under the CSR Committee in 2005, and various activities have been discussed and systematically implemented. In fiscal 2021, the Corporate Citizenship Promotion Project was launched under the CSR Sustainability Committee to provide comprehensive guidance and promotion of the corporate citizenship activities of the entire Sumitomo Riko Group, from policy formulation, monitoring, and planning of strategic activities to their deployment to each business site. 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. As for the company's contributions, various corporate citizenship programs are studied and formulated by the Corporate Citizenship Promotion Project, and the CSR Planning Office serves as the secretariat for implementing each program. Attaka Support Centers at plants and Sumitomo Riko Group companies support employees' corporate citizenship through the Attaka Club and the Attaka Fund, linking the corporate contribution and employees' contribution.





# Contribution to Diversity



## Aiming to create a society where all people are respected as they are

With the aim of creating society where "all people are respected as they are", Sumitomo Riko supports to build society free of physical and mental barriers from various aspects.

### Support for Sports Events Hosted by Ai-pic

(Athletic Union of Aichi Prefecture Schools for Intellectually Disabled Children)

Sumitomo Riko provides support for "Ai-pic" hosted by the Athletic Union of Aichi Prefecture Schools for Intellectually Disabled Children as one of the sponsored companies. "Ai-pic" is the event including track and field, basketball, frisbee, soccer, and baseball for disabled children.







# 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.

In FY2021, essays were solicited on the theme of "What kind of



Group photo at the round-table conference for the winners (December, 2021)

company will change society with Green and Digitalization as a tailwind?" The screening process was conducted by the Chairperson of the Screening Committee, Ms. Yukari Takamura (Professor, Institute for Future Initiatives, The University of Tokyo), and other experts, as well as by votes from Sumitomo Riko employees. Nine winning essays were then selected, including the Grand Prize, Runner-up Prize, Excellence Prize, and Judges' Special Prize. In December, a round-table discussion was held with the four winners of the Grand Prize, Runner-up Prize, Excellence Prize, and Judges' Special Prize, Professor Takamura, the Chairperson of the Screening Committee, and Sumitomo Riko executives. At the round-table meeting, each winning student gave a presentation on his/her thesis, Professor Takamura gave a lecture, and the participants exchanged opinions on social issues of interest to the students.

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](#)

## Collaboration with Nagaoka University of Technology, Support for 6th STI-Gigaku 2021

Sumitomo Riko participated in, supported, and donated to the 6th International Conference on "Science of Technology Innovation" (6th STI-Gigaku 2021), 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. In FY2021, 10 "Best Poster Awards by Sumitomo Riko Company Limited" (Sumitomo Riko Award) were given to the outstanding presentations to help promote students' efforts to achieve the SDGs.



STI-Gigaku2021 group photo  
(October 2021)

## Participation in the Aichi Prefecture Donation Awareness Education Project "Donation Seminar in Aichi 2021"

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 2021, 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.





## 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 Great East Japan Earthquake

#### ○ ~Attaka Ticket Project~

Sumitomo Riko is providing ongoing support to Minamisanriku-cho, 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.

Under the Corona pandemic, the "Attaka Ticket" is also supporting the food and beverage industry, which is experiencing a decline in consumption. Some groups had suspended their activities, but we have received many thank-you notes from the local communities, such as, the "Attaka Ticket" has given us the opportunity to plan new activity methods and resume our activities".



### Support for the Matsusaka Concert of the Chubu Philharmonic Orchestra

Sumitomo Riko's Matsusaka Plant sponsors a concert by the Chubu Philharmonic Orchestra, a certified non-profit organization, held in Matsusaka City, which rarely hosts classical orchestra concerts. We also invite residents living near our business sites to this concert.



## Contributing to Sustainable Community Development through Health Promotion - Promoting Frailty Prevention

Based on the "Agreement on Comprehensive Cooperation for Advancement of Health Promotion" signed in January 2021 with Komaki City, which was selected as an SDGs Future City, Sumitomo Riko is promoting awareness for it and implementing "support for awareness" of frailty among residents aged 65 and older in the eastern area of Komaki City through the Frailty Check measurement sessions.

Frailty refers to a state in which the body and cognitive functions weaken with age, and early detection and improvement of the frailty state can help prevent the need for nursing care in the future and extend healthy life expectancy. Through the Frail Project, we will continue to actively collaborate with local governments, universities, businesses, and civic groups to create healthy and sustainable communities.



 **SUMITOMO RIKO Company Limited**

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## 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 corporate citizenship 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 corporate citizenship 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.

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



Public review meeting held as a combined on-site and online event (November 27, 2021)



 **SUMITOMO RIKO Company Limited**

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Top > Corporate Citizenship > Contribution to the Promotion of Coexistence with the Natural Environment

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 CO<sub>2</sub> 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 2021 is 2,600 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 CO<sub>2</sub> 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~

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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 CO<sub>2</sub> 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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 **SUMITOMO RIKO Company Limited**

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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 working



to solve social issues and disaster victims. While we have supported various projects and activities in the past, in 2018 we began participating in the "Donation Education Aichi Model Formulation Project," and from FY2021, "Attaka Fund" has been supporting the "Dream, Town, and Human Development Grant" (grant program started in 2010), which supports organizations working to solve social issues in areas where Sumitomo Riko Group sites are located. The number of employees registered with the Fund is approximately 500 (as of the end of May 2022). 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 ninth year in 2021, and a total of 59 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 corporate citizenship 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 833,780 yen and 41,689 meals (as of March 2022). This initiative also contributes greatly to the "SDGs", the 17 sustainable development goals set by the United Nations to be achieved by 2030.



	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
<b>Amount of money (yen)</b>	158,040	148,140	130,540	38,020	68,560
<b>Number of meals</b>	7,902	7,407	6,527	1,901	3,249

## 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.





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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 corporate citizenship and activities policy.

#### Initiatives of "SumiRiko Social Energy", a volunteer program for employees of Polish Group company

SumiRiko Poland Sp. z o.o., located in Poland, has been conducting the employee volunteer activity "SumiRiko Social Energy" (Społeczna Energia SumiRiko) since 2011 with the aim of employee participation in corporate citizenship activities. The program aims to support employees who volunteer in various areas of the local community and provides financial support for projects planned and developed by employees in cooperation with local schools, NGOs, and other organizations, which are selected by SumiRiko Poland. Since the SumiRiko Poland Zagórz Plant started this activity in 2014, 37 projects (in cooperation with 39 organizations) have been implemented so far, involving a total of 228 employees and approximately 2,800 local residents. In fiscal 2021, while activities were curtailed due to the impact of the new coronavirus, four projects were carried out: a project to learn about local traditions with children with disabilities; the maintenance of playground equipment in a park that had fallen into disrepair; a project for kindergarten children to experience learning about eco-systems in a forest; and parent-child acro exercises to relieve lack of exercise due to the corona pandemic.

In addition to "SumiRiko Social Energy," Zagórz Plant employees actively participate in volunteer activities such as animal shelters, archaeological site preservation, and care for the elderly, with a total of 342 employees volunteering in FY2021 (340 employees in March 2022). Employees expressed their pleasure at being able to work hard for the development of the community, and were pleased to hear that the children enjoyed the experience. We will continue to promote community-based volunteer activities.



SumiRiko Poland is implementing various projects together with local residents.

## University Scholarship Programs at Group Companies in the US

SumiRiko Ohio, Inc. (Former DTR Industries, Inc.) located in the US established four-year University Scholarship Programs. SumiRiko Ohio has awarded about 10 scholarships for four years of college to outstanding graduates of Bluffton High School, a local school, based on a screening process.

## Corporate Citizenship Activities at Thailand Group Companies

SumiRiko Chemical and Plastic Products (Thailand) Ltd. actively engages in corporate citizenship activities throughout the year.

In FY2021, the company made donations to local administrative agencies and communities to support the elderly, children, and people with disabilities, as well as to support medical professionals. As one of the initiatives to support local elderly people, the company donated used lottery ticket paper to a senior citizens' club, which made wreaths from the donated lottery ticket paper, and the sales of the wreath supported the club's activities. In addition, as a contribution to environmental preservation, the company donated plastic cups to the "Green Road Project" in Lamphun Province for the production of pavement blocks made from plastic waste. We continue to engage in corporate citizenship activities with the participation of our employees.



Donation of used lottery tickets to local senior citizen clubs (June and November 2021).  
The right photo shows a wreath made by the club.

 **SUMITOMO RIKO Company Limited**

Inquiry



Top > Supply Chain > CSR Management on Supply Chain

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.



**Hideyoshi Yasuda**  
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

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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)

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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

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

## ○ Basic Transaction Agreement

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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

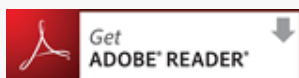
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We distribute the "Sumitomo Riko Group Supplier CSR Guidelines" to our suppliers to communicate our approach to socially responsible procurement and the specific code of conduct. We also request our suppliers to communicate Sumitomo Riko's policy on 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 \(467KB\)](#)



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## 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.

 **SUMITOMO RIKO Company Limited**

[Inquiry](#)



## CSR Activities on Supply Chain



### Strengthening the Supply Chain

#### ○ Declaration of Partnership Building

In March 2022, our company formulated and announced the "Declaration of Partnership Building" recommended by the Cabinet Office and the Small and Medium Enterprise Agency. In accordance with this declaration, we will promote cooperation and coexistence with our business partners in the supply chain and work to add value to the entire 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

	Results for FY2016 to FY2021	KPI
<b>Subject suppliers and number of suppliers</b>	Domestic (non-consolidated): 330 companies Domestic Group: 230 companies Overseas Group: 62 companies	-By 2020, we achieved the implementation of CSR questionnaires for suppliers accounting for more than 90% of our domestic procurement value. -In 2021, we are focusing on domestic suppliers (especially small and medium-sized enterprises) that are highly dependent on us.


### Legal, Regulatory and Contract-related Matters

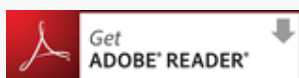
## ○ Environmentally conscious procurement

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)



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## ○ 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, 2020 and 2021, 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 the Democratic Republic of the Congo (DRC) and neighboring countries, 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 from funding through the sale of certain minerals in 2012. This would impose reporting requirements to the U.S. Securities and Exchange Commission (SEC) on U.S.-listed companies that use the 3TG (gold, tantalum, tin, and tungsten), which are designated as conflict minerals. 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.

Furthermore, we have expanded the scope of our investigation to include minerals other than the 3TG (cobalt and mica) and high-risk areas (CAHRAs) outside the DRC and neighboring countries, and we will

continue to investigate and, with the cooperation of our business partners, respond to customer reporting in good faith.

## 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, we organized information on our major raw materials and other suppliers, and introduced a safety confirmation system that allows us to send out information to suppliers in a timely manner in the event of an earthquake or other disaster, and to ask them to respond to whether or not their supplies have been affected. Furthermore, we have established a system for prompt initial response and subsequent countermeasures, such as expanding information on secondary and subsequent suppliers.

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**

[Inquiry](#)



Top > Quality > Quality Management

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.

The Quality Committee began its activities in FY2017 with committee members appointed across the organization, and has reported and discussed important issues and activities related to entire company management, such as critical quality issues and group-wide quality activities.

In FY2021, the committee has particularly followed up on individual critical quality issues to their true causes and the status of completion and horizontal deployment of root measures. In FY2022, the committee will continue to report and discuss critical quality issues, and encourage department managers to participate online in order to promote information sharing with management.

With the Quality Committee as the cornerstone, we will strive to achieve "product quality" that is trusted around the world, based on the Sumitomo Spirit of "Shinyo-kakujitsu". We will also strengthen the quality assurance system of the Sumitomo Riko Group, which operates globally, to meet the changing times and increasingly sophisticated customer requirements.

The present-day Sumitomo Riko Group embodies a long tradition of excellence in manufacturing. Through the operation of the Quality Committee, we will continuously deliver high-quality products to the world and contribute to the development of society as a "Global Excellent Manufacturing Company," that is, a company that contributes to the safety, comfort, and the environment of people, society, and the earth. We hope that our stakeholders will understand the quality initiatives of the Sumitomo Riko Group through this website, and we look forward to your further support in the future.



**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 is "Ji-Kotei-Kanketsu (own-process completion)". We provide products that can be used with peace of mind through activities that ensure safe products by implementing Ji-Kotei-Kanketsu in each process of product design, production preparation, and mass production (see Fig. 1).

The second is "Quality Governance". Business divisions "provide products and services to customers and manage quality risks," and the company-wide Quality Assurance Departments "monitors, supports, and provides guidance to reduce quality risks" to manage quality risks and ensure the trust of customers and society (see Figure 2).

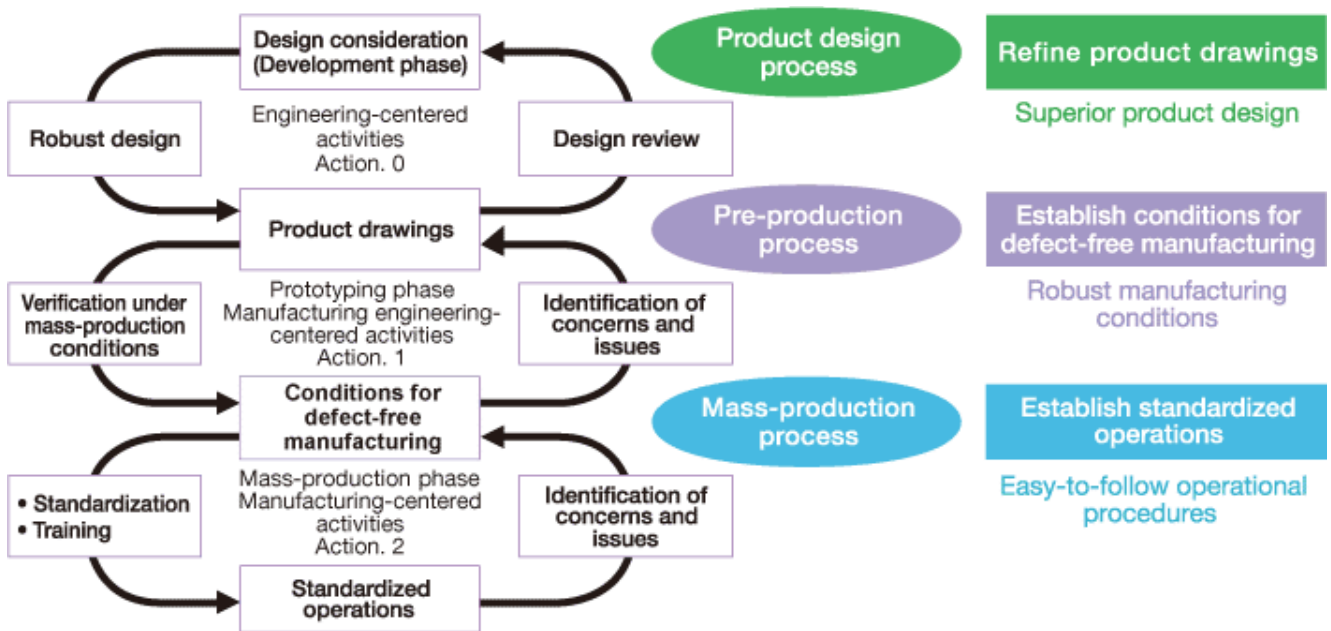


Fig. 1: Ji-Kotei-Kanketsu (JKK)



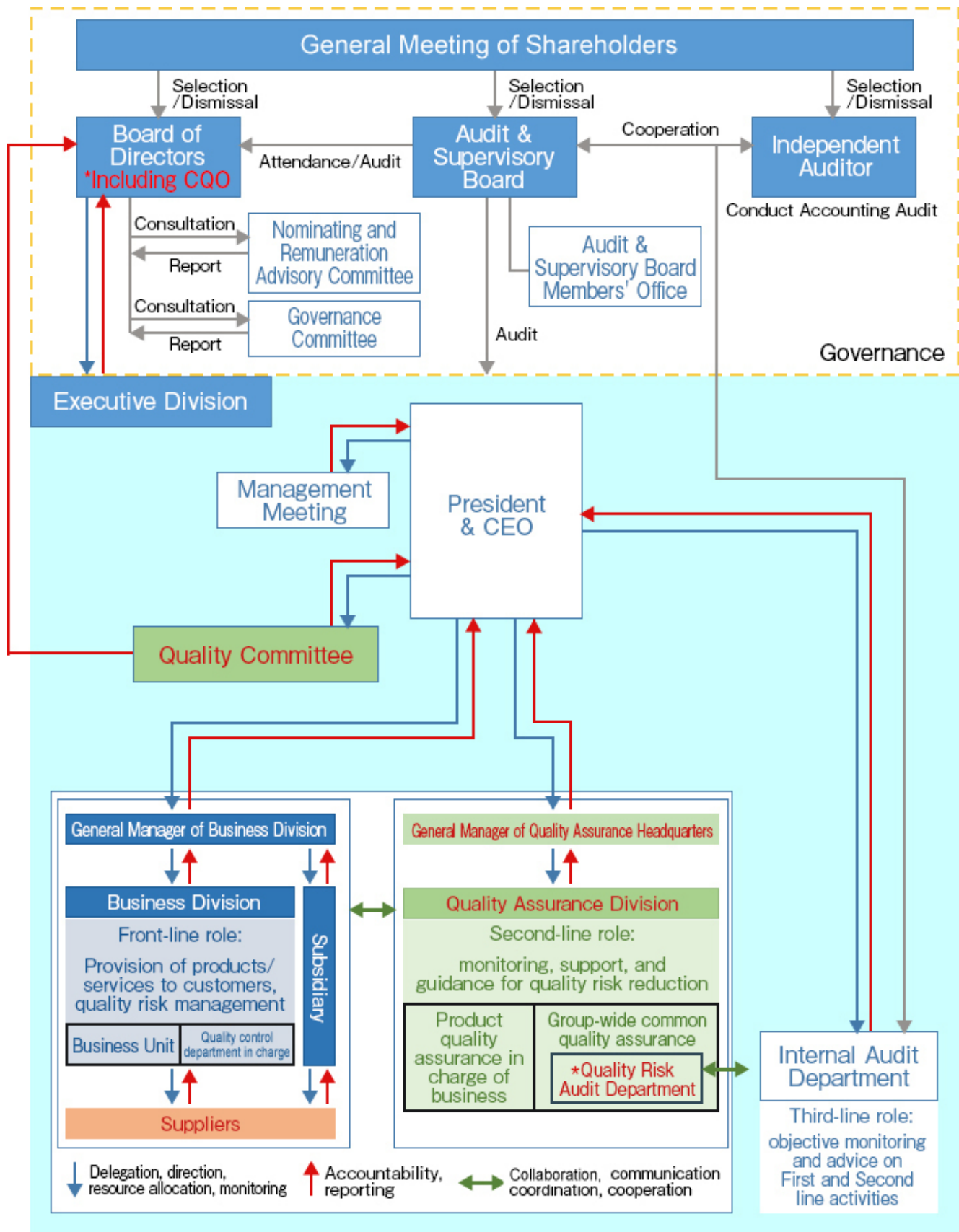


Fig. 2: Quality governance

## Quality Control Systems

- Quality assurance systems

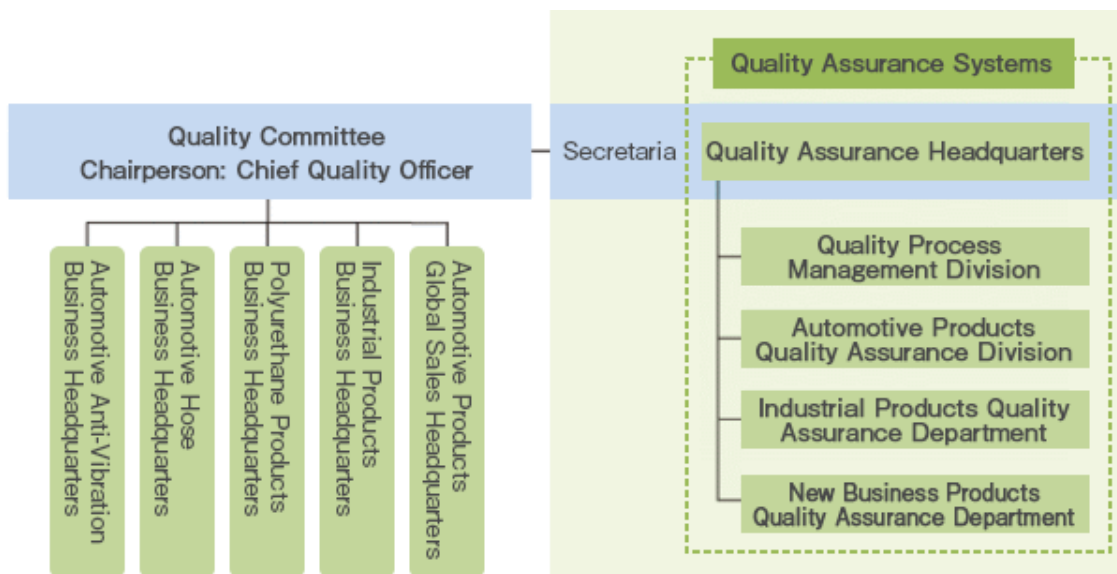
In 2016, Sumitomo Riko appointed a Chief Quality Officer (CQO) and established the Quality Assurance Headquarters, integrating the Group's quality functions.

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 change, the "Quality Committee" has been established to strengthen the function of monitoring whether quality improvement activities are being carried out.



## Medium-Term Vision for Quality and Product Safety

The Sumitomo Riko Group will globally develop the following three priority activities to achieve 2022V in the quality division.

### ○ 1) Quality assurance system

We will establish a quality assurance system that is consistent with the standards of each business unit, with the globally unified SRK-GQS (Sumitomo Riko Global Quality Standards) at the top, to achieve the same quality worldwide, zero major quality problems, and improved customer satisfaction.

### ○ 2) Quality governance

We will strengthen quality monitoring to enable management to make appropriate decisions and build a global quality governance system. In addition, as a response to quality risks, we will globally deploy "Quality Risk Audits" to monitor for irregularities, leading to zero quality irregularities and zero major quality problems.

### ○ 3) Creating a quality culture

We will promote group-wide top-down quality activities and build a quality education system for each level of employees, aiming to create a "Quality-First Corporate Culture".





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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 52 sites overseas, for a total of 62 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 ISO9001 and IATF16949 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 FY2021, we reviewed the standards for milestone management in the Automotive Hose Business Division and the Industrial Products Business Headquarters, and have begun to put them into operation. In FY2022, we will inspect the actual operation status of milestone management in each business division and engage in continuous improvement activities to ensure reliable and efficient operation.

#### ○ Audit of suppliers' quality systems

With the aim of improving the level of the quality assurance system of the Sumitomo Riko Group, we have been conducting supplier quality system audits on a global basis for our suppliers 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 FY2021, audits were conducted on a total of 28 companies, mainly new suppliers. In FY2022, we plan to conduct audits of new suppliers as needed to strengthen and improve our quality assurance system.

### Quality Governance

## ○ Quality control audit

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The Sumitomo Riko Group has been conducting "quality control audits" globally since fiscal 2016 to monitor for any inappropriate behavior and to promote self-cleansing by each department. 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. The activity is currently being implemented for all business divisions in Japan, and while keeping a close eye on the corona infection situation, we will promote the activities by including overseas bases as targets as well.

## Creation of a Quality Culture

### ○ The Day of Q

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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 FY2021, we aim to improve "product quality" and "operational quality" as well as "communication," and our activities are being expanded not only to non-consolidated company but also to domestic group companies. The activities have been useful in stimulating communication between supervisors and subordinates in each department, and the results of the activities have been preserved as "work standards and procedure manuals," which have been made into assets. In addition, we are implementing the SDCA cycle, in which the created work standards and procedure manuals are put into practice and improvements are continuously made if any deficiencies are found.

In FY2022, we will visualize the status of these activities and continue to implement them.

### ○ Re-do Zero Activity

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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 2021, 28 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 25 people as certified instructors to date.

In FY2022, we will continue to spread the "Re-do Zero Activity" to all divisions and group companies, making effective use of "the Day of Q".

## 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 2021, 17 bases (3 in Japan and 14 overseas) received 43 awards (6 in Japan and 37 overseas).

### ○ FY2021 Supplier Awards

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#### ○ Japan

Customer	Award	Awardee	Region
Isuzu Motors Limited	Supply Parts Delivery Excellence Award	Sumitomo Riko Company Limited	Japan
Yachiyo Industry Co., Ltd.	Development Division Award		
Oita Canon Materials Inc.	Best Quality Award		
Toyota Boshoku Corporation	Technology Development Award	Tokai Chemical Industries, Ltd.	
Toyota Industries Corporation	Special Award in 2021	Sumitomo Riko Hosetex, Ltd.	
Caterpillar Japan LLC	Supplier Quality Excellence Process Platinum Award		

## ○ Overseas

Customer	Award	Awardee	Region
Toyota Boshoku America Inc.	Quality Award	SRK-QRO	North America
General Motors do Brasil Ltda.	Supplier Quality Excellence Award	SRK-HTB	South America
Toyota Motor Manufacturing Poland Sp. z o.o.	Superior performance award	SRK-P	Europe
Toyota Motor Europe S.A./N.V.	Best M&I Project Award		
Wuyang-Honda Motors (Guangzhou) Co., Ltd.	Quality Excellence Award 2021	TRG	China
GAC Mitsubishi Motors Co., Ltd.	2021 Quality Diamond Award (top prize)		
GAC Toyota Engine Co., Ltd.	Quality Cooperation Award		
GAC Toyota Motor Co., Ltd.& GAC Toyota Engine Co., Ltd.	Special Safety Improvement Award		
GAC Toyota Motor Co., Ltd.	Quality Cooperation Award		
	Good examples of manufacturers' productivity improvement activities in fiscal 2021 "Area reduction and improvement of shipping yard" Award		
GAC Toyota Motor Co., Ltd.	Good examples of manufacturers' productivity improvement activities in fiscal 2021 "LT-351 device behavior improvement" Award		
	Quality Cooperation Award	TRJ	
GAC Toyota Motor Co., Ltd.	Good examples of manufacturers' productivity improvement activities in fiscal 2021 "Improvement of labor intensity reduction in pretreatment polishing and coating process" Award		



Customer	Award	Awardee	Region
GAC Toyota Motor Co., Ltd.	Quality Cooperation Award	TRT	
GAC Toyota Engine Co., Ltd.	Quality Cooperation Award		
GUANGZHOU DENSO CO., LTD.	Special Contribution Award for Supply		
TIANJIN INTEX AUTO PARTS CO., LTD.	Quality Excellence Award	TCT	
Mitsubishi Heavy Industries Forklift (Dalian) Co., Ltd.	Excellent Supplier Award	TRFH	
	Contribution Award		
Caterpillar (Suzhou) Co., Ltd.	SQEP GOLD MEDAL		
Sany Heavy Machinery Co., Ltd.	Platinum Supplier Award		
Hefei Economic and Technological Development Zone	Economic Contribution Award		
Honda Motorcycle & Scooter India Pvt. Ltd.	Quality Management	TIR	India
Maruti Suzuki India Limited	Consistently High Quality Performance		
Komatsu India Private Limited	Best Performance of Delivery supply of Hydraulic Excavators Parts	TIH	
TOYOTA DAIHATSU ENGINEERING & MANUFACTURING CO., LTD.	Delivery accuracy 2020	ITTC	Thailand
	2021 VA activity		
TOYOTA DAIHATSU ENGINEERING & MANUFACTURING CO., LTD.	2021 Early Achievement of 2025 CO2 Reduction Target	SRK-ER	
Honda Automotive (Thailand) Co., Ltd	2021 Quality award		
PT.Astra Honda Motor	Participant 4K+Shitsuke Program	TRHI	Indonesia
	Achievement and Contribution in Rubber Supplier Improvement		
PT.Honda Prospect Motor	14th HPM QCC Suppliers		
PT.Toyota Motor Manufacturing Indonesia	Zero Defect Quality Achievement		
	Delivery Target Achievement		
	Material & Toolong Localization Activity		
PT.Suzuki Indomobil Motor	Spare Parts Dept:The Best Vendor Performance 2021		
SUZUKI INDOMOBIL SALES, PT	The Best Vendor Performance 2021	TRID	





Top > Compliance

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

The Sumitomo Riko Group has been adhering to the Sumitomo Spirit, which states "We accord prime importance to integrity and sound management in business conduct and to refrain from imprudently pursuing easy gains, " and has positioned "compliance" as the basis of its manufacturing spirit and business operations, aiming to fulfill its corporate social responsibility through activities based not only on legal compliance but also on a high corporate philosophy.

In order to promote compliance activities with the united efforts of the Group, we have established a Compliance Committee with the participation of business unit leaders as committee members, and are promoting measures such as global risk assessment, education, and monitoring to instill a spirit of legal compliance in each and every employee. We believe these activities are the foundation for the Group's steady growth toward becoming a "Global Excellent Manufacturing Company", and will contribute to the "creation of social value" of the Group by enhancing both "corporate value" and "public value," as stated in our medium-term management vision, "Sumitomo Riko Group 2022 Vision" (2022V).

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



**Hideo Yamane**

Chairperson of Compliance Committee  
Director and 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. The Compliance Committee, chaired by the Director and Managing Executive Officer, has been established and regularly reports 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

As a guideline for practicing compliance, we have established the Sumitomo Riko Group Global Compliance Conduct Guidelines (Code of Conduct)\* and are working to disseminate it through periodic education for all Group employees. The Conduct Guidelines have been revised periodically, and the most recent revisions include the following items that are important for the Group to fulfill its social responsibilities, such as "S.E.C.Q. (Safety, Environment, Compliance, and Quality)," "Bad News First & Thanks" and "Ensuring Reliability of Records and Reports," which are the basis of our business operations, as well as the Tokyo Principles for Strengthening Anti-Corruption Practices (2018), and we have added our efforts to prevent corruption in all its forms.

Our Group conducts systematic compliance education at the time of hiring and for all levels of employees, from general employees to directors. 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 1,476 employees, 100% of the subject employees, at business bases around the world received this training in fiscal 2021.

\* Content of the Sumitomo Group Global Compliance Conduct 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. We have a system in place to follow up on reported cases until corrective actions are completed. In addition, all departments of the Company and all Group companies worldwide (all of which are consolidated) report the status of compliance issues to the Committee on a quarterly basis. Under the slogan "Bad News First & Thanks,"\* the committee works to reduce legal violations and create an open corporate culture throughout the Group by promptly sharing information on compliance issues between the workplace and management.

The Committee has established a contact point for whistleblowing from within the Company and from domestic Group companies at a law firm and within the Company, and a global hotline as a contact point for whistleblowing from overseas Group companies. We have also set up a contact point on our website that can be used by external parties such as our business partners. Whistleblowers will not suffer any disadvantages as a result of reporting.

\* 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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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

As a countermeasure against the novel coronavirus, we have established our own phase-specific countermeasures linked to regulations and restrictions issued by the national and prefectural governments, and have put in place a system to respond promptly. 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

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### **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.

Related information: ▶ [Personal Information Protection Policy](#)

### **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 the midst of the demand for IT utilization environment reforms such as DX, work style reforms, and the use of cloud services, we are striving to improve the IT literacy of our employees by developing rules and guidelines to maintain information security and conducting regular information security education (e-learning, Targeted attack training, etc.).

## ○ Security Export Control Risks

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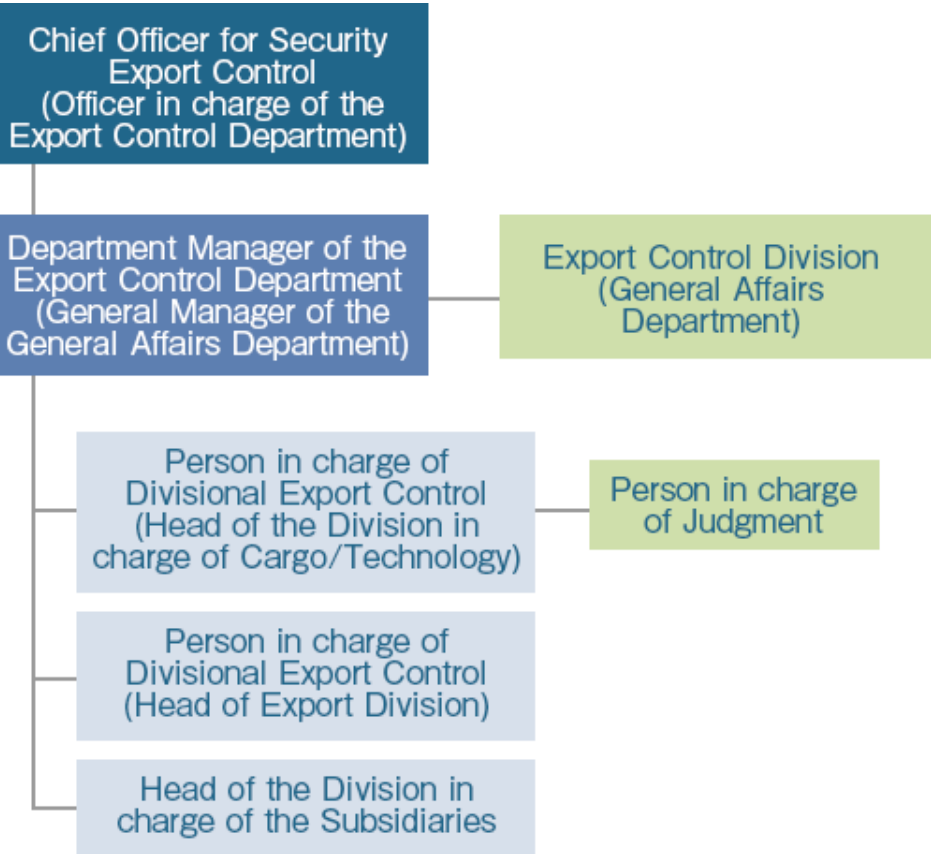
In order to comply with export regulations for the purpose of international security, we have established internal export control regulations and an export control system headed by the Director and Managing Executive Officer.

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

For employees involved in export operations, mainly in internal departments, regular training based on the latest case studies is conducted to build awareness and acquire knowledge of security export control. In fiscal 2021, a total of 220 employees participated in the training. 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.

### **Export Control System**







## 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) CSR/Sustainability, 4) Disclosure Based on TCFD Recommendations, 5) Response to COVID-19 Pandemic, 6) Activity reports for each theme (CSR activity reports), 7) Stakeholder dialogue. With regard to 6), 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, 2021 to March 31st, 2022 (Fiscal 2021). This report also refers to certain activities that are being undertaken in fiscal 2022 or were carried out in previous years.

#### Date of Update

September 30, 2022

#### 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.

## CSR Information Site Archives

-  CSR Information Site 2021 (10,084KB)
-  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

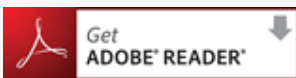
The CSR Report has been integrated into the Integrated Report since fiscal 2014.

### ○ 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	▶ <a href="#">Company Profile</a>
102-2	Activities, brands, products, and services	▶ <a href="#">Company Profile</a> ▶ <a href="#">Products</a> ▶ <a href="#">Securities Report for FY2021 (P.5, Japanese only)</a>
102-3	Location of headquarters	▶ <a href="#">Company Profile</a>
102-4	Location of operations	▶ <a href="#">Business Locations</a> ▶ <a href="#">Global Network</a>
102-5	Ownership and legal form	▶ <a href="#">Company Profile</a>
102-6	Markets served	▶ <a href="#">Global Network</a> ▶ <a href="#">Securities Report for FY2021 (P.7-8, Japanese only)</a>
102-7	Scale of the organization	▶ <a href="#">Sumitomo Riko at a Glance</a> ▶ <a href="#">Securities Report for FY2021 (P.2-3, 43, Japanese only)</a>
102-8	Information on employees and other workers	▶ <a href="#">Securities Report for FY2021 (P.20-21, Japanese only)</a>
102-9	Supply chain	▶ <a href="#">CSR Management on Supply Chain</a> ▶ <a href="#">CSR Activities on Supply Chain</a>
102-10	Significant changes to the organization and its supply chain	▶ <a href="#">Integrated Report 2022 (P7-9)</a>
102-11	Precautionary Principle or approach	▶ <a href="#">Risk Management</a> ▶ <a href="#">Securities Report for FY2021 (P.28-29, Japanese only)</a> ▶ <a href="#">Disclosure Based on TCFD Recommendations</a>
102-12	External initiatives	▶ <a href="#">Endorsement of External Initiatives</a>
102-13	Membership of associations	▶ <a href="#">Endorsement of External Initiatives</a>
2. Strategy		

No.	Disclosure	Corresponding Part
102-14	Statement from senior decision-maker	▶ <a href="#">Integrated Report 2022 (P7-10)</a>
102-15	Key impacts, risks, and opportunities	▶ <a href="#">Business Policy</a> ▶ <a href="#">Integrated Report 2022 (P7-10,13-14,18,20)</a> ▶ <a href="#">Risk Management</a> ▶ <a href="#">CSR/Sustainability Management Structure</a> ▶ <a href="#">Sumitomo Riko Group 2022 Vision and SDGs</a> ▶ <a href="#">Securities Report for FY2021 (P.12-14, Japanese only)</a> ▶ <a href="#">Disclosure Based on TCFD Recommendations</a>
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	▶ <a href="#">Business Policy</a> ▶ <a href="#">Corporate Action Charter</a> ▶ <a href="#">Promoting Compliance</a>
102-17	Mechanisms for advice and concerns about ethics	▶ <a href="#">Management System</a> ▶ <a href="#">Promoting Compliance</a> ▶ <a href="#">Securities Report for FY2021 (P.26-28, Japanese only)</a>
4. Governance		
102-18	Governance structure	▶ <a href="#">Integrated Report 2022 (P15-17)</a> ▶ <a href="#">Corporate Governance</a> ▶ <a href="#">CSR/Sustainability Management Structure</a> ▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a>
102-19	Delegating authority	▶ <a href="#">Integrated Report 2022 (P15-17)</a> ▶ <a href="#">Corporate Governance</a> ▶ <a href="#">CSR/Sustainability Management Structure</a> ▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	▶ <a href="#">Integrated Report 2022 (P15-17)</a> ▶ <a href="#">Corporate Governance</a> ▶ <a href="#">CSR/Sustainability Management Structure</a> ▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	▶ <a href="#">Corporate Governance</a> ▶ <a href="#">CSR/Sustainability Management Structure</a> ▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a>
102-22	Composition of the highest governance body and its committees	▶ <a href="#">Integrated Report 2022 (P15-17)</a> ▶ <a href="#">Corporate Governance</a> ▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a>
102-23	Chair of the highest governance body	▶ <a href="#">Executive Management</a>
102-24	Nominating and selecting the highest governance body	▶ <a href="#">Integrated Report 2022 (P15-17)</a> ▶ <a href="#">Corporate Governance Report (2022/6/30) (P.5-11, Japanese only)</a>

No.	Disclosure	Corresponding Part
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>▶ <a href="#">Notice of Convocation of the 134th Ordinary General Meeting of Shareholders (P.9-17, Japanese only)</a></li> <li>▶ <a href="#">Corporate Governance Report (2022/6/30) (P.4-5, Japanese only)</a></li> </ul>
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li>▶ <a href="#">Integrated Report 2022 (P15-17)</a></li> <li>▶ <a href="#">Corporate Governance</a></li> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a></li> </ul>
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>▶ <a href="#">Integrated Report 2022 (P15-17)</a></li> </ul>
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> <li>▶ <a href="#">Integrated Report 2022 (P15-17)</a></li> <li>▶ <a href="#">Corporate Governance</a></li> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a></li> <li>▶ <a href="#">Corporate Governance Report (2022/6/30) (P.3-4, Japanese only)</a></li> </ul>
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>▶ <a href="#">Integrated Report 2022 (P14,15,18,20)</a></li> <li>▶ <a href="#">Corporate Governance</a></li> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a></li> <li>▶ <a href="#">Disclosure Based on TCFD Recommendations</a></li> </ul>
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> <li>▶ <a href="#">Management System</a></li> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a></li> </ul>
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Disclosure Based on TCFD Recommendations</a></li> </ul>
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>▶ <a href="#">Disclosure Based on TCFD Recommendations</a></li> </ul>
102-33	Communicating critical concerns	<ul style="list-style-type: none"> <li>▶ <a href="#">Integrated Report 2022 (P15-17)</a></li> <li>▶ <a href="#">Corporate Governance</a></li> <li>▶ <a href="#">CSR/Sustainability Promotion Structure</a></li> <li>▶ <a href="#">Securities Report for FY2021 (P.26-27, Japanese only)</a></li> </ul>
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> <li>▶ <a href="#">Securities Report for FY2021 (P.12-14, Japanese only)</a></li> </ul>
102-35	Remuneration policies	<ul style="list-style-type: none"> <li>▶ <a href="#">Securities Report for FY2021 (P.39, Japanese only)</a></li> <li>▶ <a href="#">Corporate Governance Report (2022/6/30) (P.2, Japanese only)</a></li> </ul>
102-36	Process for determining remuneration	<ul style="list-style-type: none"> <li>▶ <a href="#">Securities Report for FY2021 (P.39, Japanese only)</a></li> <li>▶ <a href="#">Corporate Governance Report (2022/6/30) (P.2, Japanese only)</a></li> </ul>

No.	Disclosure	Corresponding Part
102-37	Stakeholders' involvement in remuneration	▶ <a href="#">Notice of Convocation of the 134th Ordinary General Meeting of Shareholders (P.38-40, Japanese only)</a>
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-
5. Stakeholder engagement		
102-40	List of stakeholder groups	▶ <a href="#">Sumitomo Riko Group's Stakeholders</a>
102-41	Collective bargaining agreements	▶ <a href="#">Good Labor-Management Relations</a>
102-42	Identifying and selecting stakeholders	▶ <a href="#">Sumitomo Riko Group's Stakeholders</a>
102-43	Approach to stakeholder engagement	▶ <a href="#">Sumitomo Riko Group's Stakeholders</a>
102-44	Key topics and concerns raised	▶ <a href="#">Materiality</a> ▶ <a href="#">Dialogue with Stakeholders</a>
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	▶ <a href="#">Global Network</a> ▶ <a href="#">Securities Report for FY2021 (P.7-8, Japanese only)</a>
102-46	Defining report content and topic Boundaries	▶ <a href="#">Disclosure Policy</a>
102-47	List of material topics	-
102-48	Restatements of information	-
102-49	Changes in reporting	▶ <a href="#">2022V Public Value (Non-financial Objectives)</a>
102-50	Reporting period	Integrated Report : ▶ <a href="#">Integrated Report 2022(Table of Contents and Links)</a> CSR Information Site : ▶ <a href="#">Disclosure Policy</a>
102-51	Date of most recent report	Integrated Report : ▶ <a href="#">IR Library</a> CSR Information Site : ▶ <a href="#">Disclosure Policy</a>
102-52	Reporting cycle	Integrated Report : ▶ <a href="#">IR Library</a> CSR Information Site : ▶ <a href="#">Disclosure Policy</a>
102-53	Contact point for questions regarding the report	Integrated Report : ▶ <a href="#">Integrated Report 2022(Table of Contents and Links)</a> CSR Information Site : ▶ <a href="#">Inquiry</a>
102-54	Claims of reporting in accordance with the GRI Standards	▶ <a href="#">Disclosure Policy</a>
102-55	GRI content index	GRI Standard Reference Table (this page)
102-56	External assurance	▶ <a href="#">Disclosure Policy</a>
GRI103 : Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	-
103-2	The management approach and its components	▶ <a href="#">Risk Management</a> ▶ <a href="#">Safety and Health Management</a> ▶ <a href="#">Environmental Management</a> ▶ <a href="#">Promoting Compliance</a>



No.	Disclosure	Corresponding Part
		<ul style="list-style-type: none"> <li>▶ <a href="#">Quality Management</a></li> <li>▶ <a href="#">Corporate Citizenship Activities Management</a></li> <li>▶ <a href="#">Diversity Management</a></li> <li>▶ <a href="#">CSR Management on Supply Chain</a></li> </ul>
103-3	Evaluation of the management approach	▶ <a href="#">CSR/Sustainability Promotion Structure</a>

## 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"> <li>▶ <a href="#">Securities Report for FY2021 (P.9, 25, 42-110, Japanese only)</a></li> <li>▶ <a href="#">Financial Results for FY2021</a></li> </ul>
201-2	Financial implications and other risks and opportunities due to climate change	▶ <a href="#">Disclosure Based on TCFD Recommendations</a>
201-3	Defined benefit plan obligations and other retirement plans	▶ <a href="#">Securities Report for FY2021 (P.42-110, Japanese only)</a>
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	▶ <a href="#">Corporate Citizenship</a>
203-2	Significant indirect economic impacts	-
GRI204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI205 : Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	▶ <a href="#">Monitoring</a>
205-2	Communication and training about anti-corruption policies and procedures	▶ <a href="#">Compliance Action Guidelines and Education</a>
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		

No.	Disclosure	Corresponding part
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	▶ <a href="#">Sumitomo Riko Group's Material Balance</a>
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
GRI302 : Energy 2016		
302-1	Energy consumption within the organization	▶ <a href="#">Sumitomo Riko Group's Material Balance</a> ▶ <a href="#">Initiatives to Reduce Greenhouse Gas (GHG) Emissions at Business Sites</a>
302-2	Energy consumption outside of the organization	▶ <a href="#">Initiatives to Reduce Greenhouse Gas (GHG) Emissions at Business Sites</a>
302-3	Energy intensity	▶ <a href="#">Initiatives to Reduce Greenhouse Gas (GHG) Emissions at Business Sites</a>
302-4	Reduction of energy consumption	▶ <a href="#">Initiatives to Reduce Greenhouse Gas (GHG) Emissions at Business Sites</a>
302-5	Reductions in energy requirements of products and services	▶ <a href="#">Initiatives to Reduce GHG Emissions in Logistics</a>
GRI303 : Water and Effluents 2018		
303-1	Interactions with water as a shared resource	▶ <a href="#">Water Consumption Reduction Initiatives</a>
303-2	Management of water discharge-related impacts	▶ <a href="#">Environmental Performance Data of Plants</a>
303-3	Water withdrawal	▶ <a href="#">Water Consumption Reduction Initiatives</a>
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	▶ <a href="#">Approach to Biodiversity</a>
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	▶ <a href="#">Contribution to the Promotion of Coexistence with the Natural Environment</a>

No.	Disclosure	Corresponding part
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	<ul style="list-style-type: none"> <li>▶ <a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a></li> <li>▶ <a href="#">Environmental Performance Data (Fiscal 2021)</a></li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>▶ <a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a></li> <li>▶ <a href="#">Environmental Performance Data (Fiscal 2021)</a></li> </ul>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>▶ <a href="#">Initiatives to Reduce GHG Emissions in Logistics</a></li> <li>▶ <a href="#">Environmental Performance Data (Fiscal 2021)</a></li> </ul>
305-4	GHG emissions intensity	▶ <a href="#">Initiatives to Reduce Greenhouse Gas (GHG) Emissions at our Business Sites</a>
305-5	Reduction of GHG emissions	▶ <a href="#">Examples of GHG Emission Reductions</a>
305-6	Emissions of ozone-depleting substances (ODS)	▶ <a href="#">Appropriate Management of Ozone-Depleting Substances</a>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<ul style="list-style-type: none"> <li>▶ <a href="#">Environmental Performance Data of Plants</a></li> <li>▶ <a href="#">Initiatives for Reduction of Air Pollutants</a></li> </ul>
GRI306 : Waste 2020		
306-1	Waste generation and significant waste-related impacts	▶ <a href="#">Sumitomo Riko Group's Material Balance</a>
306-2	Management of significant waste-related impacts	▶ <a href="#">Environment Management Structure</a>
306-3	Waste generated	▶ <a href="#">Waste Reduction Initiatives</a>
306-4	Waste diverted from disposal	▶ <a href="#">Waste Reduction Initiatives</a>
306-5	Waste directed to disposal	-
GRI307 : Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	▶ <a href="#">Compliance with Environmental Laws and Regulations</a>
GRI308 : Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	▶ <a href="#">Environmentally Conscious Procurement</a>
308-2	Negative environmental impacts in the supply chain and actions taken	-

## ○ Social

No.	Disclosure	Corresponding part
GRI401 : Employment 2016		

No.	Disclosure	Corresponding part
401-1	New employee hires and employee turnover	▶ <a href="#">Data related to Human Resources</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	▶ <a href="#">Outline of Support Programs for Childcare and Nursing Care</a>
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	▶ <a href="#">Safety and Health Activity Guidelines</a>
403-2	Hazard identification, risk assessment, and incident investigation	▶ <a href="#">Safety and Health Activity Guidelines</a>
403-3	Occupational health services	-
403-4	Worker participation, consultation, and communication on occupational health and safety	▶ <a href="#">Promotion Structure</a>
403-5	Worker training on occupational health and safety	▶ <a href="#">Safety and Health Activity Guidelines</a>
403-6	Promotion of worker health	▶ <a href="#">Health Management Initiatives</a>
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	▶ <a href="#">Changes in the Number of people injured in Industrial Accidents</a> ▶ <a href="#">Changes in the Frequency Rate of Lost worktime due to Occupational Accidents</a>
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	▶ <a href="#">Human Resource Development</a>
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	▶ <a href="#">Notice of Convocation of the 134th Ordinary General Meeting of Shareholders (P.9-17, Japanese only)</a> ▶ <a href="#">Data related to Human Resources</a>

No.	Disclosure	Corresponding part
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	▶ <a href="#">Sustainable Procurement of Natural Rubber</a>
GRI409 : Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	▶ <a href="#">Sustainable Procurement of Natural Rubber</a>
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	▶ <a href="#">Corporate Citizenship Activities</a> ▶ <a href="#">Dialogue with Stakeholders</a>
413-2	Operations with significant actual and potential negative impacts on local communities	▶ <a href="#">Examples of Environmental Protection Measures</a>
GRI414 : Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	▶ <a href="#">Approach to Procurement</a>
414-2	Negative social impacts in the supply chain and actions taken	-

No.	Disclosure	Corresponding part
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	-
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	▶ <a href="#">Compliance Review Day</a>