



# SUSTAINABILITY

# Global Excellent Ma

Message



Our Philosophy



Sustainability Management



Sustainability Activities



Sustainability Information




## SUSTAINABILITY

## NEWS

2024/08/30 Annual renewal of Sustainability Website (this site)

2024/06/13 Sumitomo Riko to Use Virtually 100% Renewable Energy to Power its Technical Research Laboratories ~Biogas Power Generation from Recycled Foods for Local Energy Production and Consumption~ 

2024/03/26 Sumitomo Riko increases Solar Power Generation by 1.6 fold across the Group in FY2023 ~Solar Power Generation Facilities to be Installed at Seven Global Bases~ 

[➡ More](#)

# MESSAGE

## Message from the president and CEO

We aim to be a "Global Excellent Manufacturing Company" that grows sustainably with society and continues to be selected around the world.



## Our Philosophy

As a company that "Realizes the comfort of the society by maximizing the potential of materials through Monozukuri," the Sumitomo Riko Group aims to continue to be selected in 2029, our 100th anniversary, and beyond.



What the Corporate Group strives to be / Purpose



Vision of the Future Society We Want to Realize



2029 Sumitomo Riko Group Vision



Three Directions and Materiality toward 2029



The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy



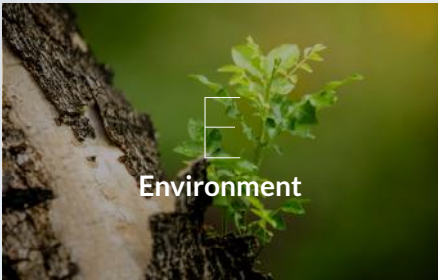
## Sustainability Management

We will continue to grow while meeting the expectations of society and co-creating with our stakeholders toward the realization of a sustainable society. Here is our framework for this purpose.

- > **Basic Approach to Sustainability Management**
- > **Sustainability Management System**
- > **Communication with Stakeholders**

## Susta

Here we explain our approaches to "E: Natural E  
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E  
Environment



S  
Social



G  
Governance

### > Environment (E)

Long-Term Environmental Vision and Environment  
2029V  
Environmental Management  
Responding to Climate Change  
Responding to Water Risks  
Contributing to a Resource-Recycling Society  
Contributing to a Society in Harmony with Nature  
Appropriate Chemical Substance Management  
Environmental Communication  
Environmentally Friendly Products

### > Society (S)

Respect for Human Rights  
Human Resources Development and Job  
Satisfaction  
Health Management Initiatives  
Safety and Health  
Diversity and Inclusion  
Supply Chain  
Quality Improvement Initiatives  
Social Contribution

### > Governance (G)

Corporate Governance  
Compliance  
Risk Management



# Sustainability Information



> ESG Data Collection



> GRI Content Index



> Disclosure Policy and Archives



> Third Party Assurance Report



> Endorsement of External Initiatives



> External Evaluation



> Integrated Report



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[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

**Recruitment**  
**News**  
**Topics**

# Message from the President and CEO



Since its establishment in 1929, Sumitomo Riko has steadily expanded its business domain while accurately grasping the direction of the times and market needs, and has introduced products that deliver safety and security to society. We are a member of the "Sumitomo Group," and at the core of our corporate activities is the "The Sumitomo Spirit," which has been passed down for 400 years. In the "Monjuin Shiigaki," which forms the basis of Sumitomo Spirit, the phrase "Banji-nissei" is described, which means that we shall strive to be mindful, careful, and prudent in all matters. And in the "Business Principles", which is the essence of our business activities, states the following principles: "Shinyo-kakujitsu" (Sumitomo's business shall be based on valuing trust and confidence above all else,) and "Fusu-furi" (Respond promptly and accurately to requests from customers and society, always seeking to be consistent with the public interest, and never acting rashly and carelessly in pursuit of temporary, short-



term profits.) These spirits are still carried on today as management indicators for each Sumitomo Group company.

In recent years, various social issues have come to light, including the intensification of weather disasters due to climate change, increasing resource and geopolitical risks, and human rights issues, while at the same time the nature of society, people's values, and behavioral patterns continue to change. In these uncertain times, we believe that continuing to embody the spirit of "Banji-nissei", "Shinyo-kakujitsu" and "Fusu-furi" without being bound by past concepts will contribute to the realization of a sustainable society and further accelerate our progress as a company that is needed around the world.

In 2029, the Sumitomo Riko Group will celebrate its 100th anniversary. In May 2023, we established our purpose "To realize the comfort of the society by maximizing the potential of materials through Monozukuri," and announced our ideal status "An leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners," as our long-term vision "2029 Sumitomo Riko Group Vision." The three directions for realizing our ideal status are: "Developing people and peers who pioneer the future" to improve employee engagement and co-create partnerships; "Building a flexible and strong organization" to flexibly respond to environmental changes such as climate change and decarbonization; and "Creating value for a sustainable society" to respond to next-generation mobility and expand provision of safety and comfort values. Through these policies that support sustainability management, the entire group will make further efforts to solve social issues. And through long-term oriented management aimed at creating new social values with many colleagues, we aim to grow sustainably with society and become a "Global Excellent Manufacturing Company" that continues to be selected around the world. We sincerely ask for your continued understanding and support for our group's corporate activities.

Sumitomo Riko Company Limited  
Representative Director and President & CEO  
Kazushi Shimizu



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Inquiry

Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

Sustainability

Recruitment  
  
News  
  
Topics



## Toward the Realization of a Global Excellent Manufacturing Company

In the formulation of the long-term vision "2029 Sumitomo Riko Group Vision (2029V)," we reviewed our corporate philosophy system. Based on the "Sumitomo Spirit" that has been handed down in the Sumitomo Group, we have inherited the Sumitomo Riko Group Management Philosophy and the corporate group vision "Global Excellent Manufacturing Company". On the other hand, in order to respond flexibly and swiftly to the uncertain and rapidly changing business environment and achieve further growth, we considered it necessary to clarify the Group's Purpose once again and share it with all employees and other stakeholders as an unshakable guideline.

We have now defined the Purpose of the Sumitomo Riko Group as "To realize the comfort of the society by maximizing the potential of materials through Monozukuri." We also defined the 3 Directions and 6 Materialities for the year 2029.





# 2029 Sumitomo Riko Group Vision

## Global Excellent Manufacturing Company

### Creation of Social Value

Corporate Value

Public Value

Purpose

To realize the comfort of the society  
by maximizing the potential of materials  
through Monozukuri

**2029V**

A leading solution provider taking on  
social challenges by aggregating  
whole resources of Sumitomo Riko and its partners

Building a flexible and  
**strong  
organization**

**Creating value**  
for a sustainable society

**Developing people and peers**  
who pioneer the future

Comprehensive evaluation technology  
Polymer materials technology

Sumitomo Riko Group Management Philosophy /  
Sumitomo Riko Group Action Charter

The Sumitomo Spirit

Related information

[2029 Sumitomo Riko Group Vision \(2029V\)\(2MB\)](#)





The Sumitomo Riko Group is committed to its mission of "Creating Social Value" by enhancing both corporate value and public value.

## Mission of the Sumitomo Riko Group

Based on the Sumitomo Spirit, our Group will strive to solve social issues represented by the SDGs through Technological Innovation.

We aim to create social value and grow sustainably with society by simultaneously enhancing corporate value (financial goal) and public value (non-financial goal).

## What the Corporate Group strives to be / Purpose

Introduction of the Corporate Image that the Sumitomo Riko Group should aspire to and our Purpose.



## Vision of the Future Society We Want to Realize

Introduction of the vision of the future society (a Green & Pleasant Society Connecting the Nature, City and People) that the Sumitomo Riko Group aspires to realize.



## 2029 Sumitomo Riko Group Vision

Introduction of our Ideal State, which is set in the Sumitomo Riko Group's long-term vision 2029V.



## Three Directions and Materiality toward 2029

Introduction of three Directions and Materialities for the Realization of the Ideal State in 2029.



## The Sumitomo Spirit / the Sumitomo Riko Group Management Philosophy

Introduction of the Sumitomo Spirit / the Sumitomo Riko Group Management Philosophy, which are the basic principles of Sumitomo Riko.



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Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Recruitment

## News

## Topics

TOP PAGE > [Philosophy System](#) > [What the Company strives to be/ Purpose](#)

# What the Company strives to be/ Purpose

Philosophy System

- > [What the Company strives to be/ Purpose](#)
- > [Vision of the Future Society We Want to Realize](#) > [2029 Sumitomo Riko Group Vision](#)
- > [Three Directions and Materiality toward 2029](#)
- > [The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy](#)

## What the Corporate Group strives to be

### Global Excellent Manufacturing Company

A company that constantly asks itself what kind of Monozukuri (manufacturing) is needed by society, and continues to pursue it with a global perspective

Under the banner of "Global Excellent Manufacturing Company," the Sumitomo Riko Group aims to be a corporate group that simultaneously enhances both corporate value and public value and creates new social value.

"What the Corporate Group strives to be" was established by the "2015 Sumitomo Riko Group Vision" formulated in 2011. "Global Excellent Manufacturing Company" means a company that constantly asks itself what kind of manufacturing is needed by society, and continues to pursue it with a global perspective based on the "Monozukuri (manufacturing) capabilities" that we have cultivated since our foundation.





## Purpose

# To realize the comfort of the society by maximizing the potential of materials through Monozukuri

### Strength

#### Maximize the Potential of Materials

We will continue to pursue the infinite possibilities of materials through the advancement of "**Polymer Compounding Technology**" and "**Comprehensive Evaluation Technology**".

### Values We Provide

#### Making Society More Comfortable

We will continue to provide **safety**, **security**, and **comfort** to people, society, and the earth with products that we have refined together with our customers.

### Aspirations

#### Supporting by Monozukuri

We are proud to be a **manufacturing company** that values the meticulous craftsmanship and high quality established by our predecessors, and we will continue to infuse manufacturing with added value that will pave the way to a new era.



In formulating the "2029 Sumitomo Riko Group Vision," we involved both internal and external parties in a study of the vision, out of a sense of crisis about continuing with the current business model and way of thinking in the face of changing times and environment. It is a verbalization of the original aspirations of "Why the Sumitomo Riko Group is necessary" and "What are we working for?"

The "Universal Strengths," "Values We Provide," and "Aspirations" of the Sumitomo Riko Group cultivated by our seniors in the past, and our expectations for the Sumitomo Riko Group, are expressed in the form of our Purpose, which is described as "To realize the comfort of the society by maximizing the potential of materials through Monozukuri".

Through this "Purpose", the Sumitomo Riko Group aims to be a company that will continue to be chosen by society in 2029, the 100th anniversary of our founding, and for the next 100 years as well. Together with our stakeholders, we will strive to achieve further growth and a prosperous world by providing our unique value to our customers and society beyond.

**Products**

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

**Our Company**

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

**IR**

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Sustainability**

**Recruitment**

**News**

**Topics**



# Vision of the Future Society We Want to Realize

Philosophy System

- > What the Company strives to be/ Purpose
- > [Vision of the Future Society We Want to Realize](#)
- > Three Directions and Materiality toward 2029
- > The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy

&gt; 2029 Sumitomo Riko Group Vision

## Our Vision for the Future Society

In formulating the "2029 Sumitomo Riko Group Vision," we examined the vision of the future society that we would like to realize. In creating this long-term vision, we set a vision of the society we would like to realize in this era of "Volatility, Uncertainty, Complexity, and Ambiguity," which is abbreviated as VUCA, rather than trying to predict the future. And we have set the issues to be addressed by the Sumitomo Riko Group. The desired social vision was discussed by management, mid-level employees, and members of the labor union in employee dialogues. Scenario planning was utilized by mid-level employees.

The vision of the future society that the Sumitomo Riko Group wants to realize is a **"Green & Pleasant Society Connecting the Nature, City and People."** As a perspective that we should address, we have set the tasks for a "Green" and "Comfortable" society toward the year 2029.







Automobiles, which have pursued safety performance, driving performance, and other comfort features, are expected to change in response to changing mobility needs driven by diverse values. In addition to such changes in automobiles, we will address issues such as changes in infrastructure and lifestyles. We look to realize affluent lifestyles alongside green and sustainable urban spaces.



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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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[TOP PAGE](#) > [Philosophy System](#) > [2029 Sumitomo Riko Group Vision](#)

# 2029 Sumitomo Riko Group Vision

[Philosophy System](#)

- > What the Company strives to be/ Purpose
  - > Vision of the Future Society We Want to Realize
  - > Three Directions and Materiality toward 2029
  - > The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy
- [> 2029 Sumitomo Riko Group Vision](#)

## 2029 Sumitomo Riko Group Vision, and Approach to the 2025 Mid-Term Management Plan

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## 2029 Sumitomo Riko Group Vision

The Sumitomo Riko Group had previously formulated a five-year medium-term vision, however, in order to respond flexibly to the rapidly changing business environment, we have made 2 additional types of visions for the Group, one is a Long-Term Vision, which indicates the long-term direction and another is a Medium-Term Management Plan, a three-year business plan. The long-term vision, the 2029 Sumitomo Riko Group Vision (2029V), regards the year 2029, the 100th anniversary of our founding, as a milestone and sets forth a vision of the future society we wish to realize after 2029, and also selected issues that the Sumitomo Riko Group should address from that context. In 2029V, we set three directions and six materialities for the realization of the ideal state of the Sumitomo Riko Group in 2029, with the aim of resolving these issues.

### [What We Strive to Be in 2029]

**A leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners.**

We set "What We Strives to Be in 2029" as "A leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners." We aim to be a group that can continue to solve social issues that need to be addressed for 2029 in a speedy and dynamic manner through co-creation of value through internal and external collaboration, using the people, technology and information of the Sumitomo Riko Group as a starting point.



In addition to deepening existing businesses, we will create new businesses and products that transcend the boundaries of business divisions, and take on challenges such as social issues that are difficult for the conventional Sumitomo Riko Group to address.

## Targets for 2029 (public value and corporate value)

Public Value (Non-Financial Goals)				
Engagement	Diversity and Inclusion	Human Resources Development	Compliance	Global environmental conservation
Increase awareness of our management philosophy and vision and create a self-reliant relationship for employees and the company to mutually determine	Ensuring a safe workplace for a diverse workforce and creating new value	Develop self-reliant and highly ambitious personnel to open a path to the future	Ensuring compliance with laws and regulations and corporate philosophy within the Group and globally, including the supply chain	CO <sub>2</sub> emission reduction (compared to fiscal 2018) Scope1+2 -30% Scope3 -15%

Corporate Value (Financial Goals)		
Consolidated net sales	Return on Invested Capital (ROIC*)	Return on Equity (ROE) (return on equity held by parent company)
Scale of 700 billion yen	10% or more	10% or more

\*Return on Invested Capital (ROIC) = Business profit ÷ Invested Assets (Total Assets - Interest Free Liabilities)

## 2025 Mid-Term Management Plan (2025P)

The 2025 Mid-Term Management Plan (2025P), which covers the three-year period from 2023 to 2025, sets corporate value (financial targets) and public value (non-financial targets) as KPIs.

In 2025P, we will work to further improve profitability, which was an ongoing issue in the previous medium-term management vision (2022V), by completing structural reforms and making new businesses profitable. From a long-term perspective, we will also work on issues related to the three directions set forth in 2029V.

<div>[2025P Theme]</div> <div>Strengthen management foundation for further profitability and sustainable growth</div>
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## KPIs for 2025

	Priority initiatives	KPI	Progress
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<b>Corporate Value</b> (Financial Goals)	Consolidated net sales	620 billion yen	<a href="#">IR Library</a>
	Business Profit	32 billion yen	
	ROIC (return on invested capital)	10% or more	
	ROE (return on equity held by parent company)	9% or more	
	Dividend payout ratio	30% or more	
	Investment amount (accumulated over three years)	Research and Development 55 billion yen Facility investment 90 billion yen	
<b>Public Value</b> (Non-Financial Goals) *Typical example	Engagement	Provide training in corporate philosophy to global executives and promote activities to ensure all employees are aware of our corporate philosophy and vision	<a href="#">Sustainability Management System</a>
	Human Resources Development	Expansion of training programs (3-year cumulative total) • Executive training: 100 participants • DX core personnel* <sup>1</sup> training: 200 participants • DX data analyst* <sup>2</sup> training: 700 participants	<a href="#">Human Resources Development</a>
	Global Environmental Conservation	CO <sub>2</sub> emission reduction (compared to FY2018) Scope1+2 -20%	<a href="#">Responding to Climate Change</a>
		Waste reduction (compared to FY2022 basic unit) -3%	<a href="#">Contribution to a Recycling-Oriented Society</a>

\*1 DX core personnel: Personnel engaged in leading the planning of the utilization of IoT and AI to the actual implementation in their department

\*2 DX data analysts: Personnel who use IoT, AI and other specialist IT tools for work purposes in their department



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



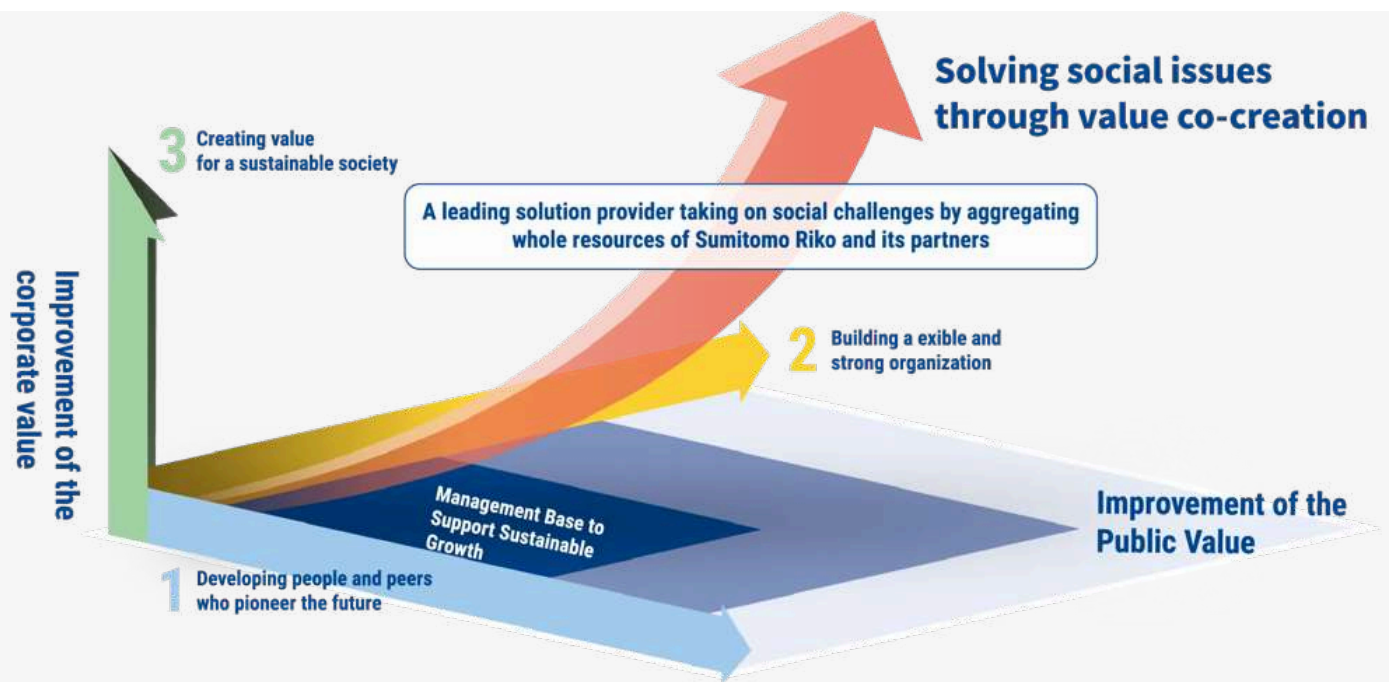
## Philosophy System

- > What the Company strives to be/ Purpose
  - > Vision of the Future Society We Want to Realize
  - > [Three Directions and Materiality toward 2029](#)
  - > The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy
- > [2029 Sumitomo Riko Group Vision](#)

We have determined three directions and six materialities that we must address to realize our vision of becoming a "Leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners" by the year 2029. The times are changing at an accelerating pace, and technology is evolving at a remarkable pace, making it difficult to foresee the future. The reason why we have chosen "Direction" rather than "Strategy" as the company-wide policy for the realization of the "2029 Sumitomo Riko Group Vision" is to promptly respond to such changes in the environment. We expect each employee of the Group to make decisions and take actions autonomously to realize our future vision.







# 1 Developing People and Peers who Pioneer the Future

## 1. Providing training opportunities to promote individual growth and fostering a corporate culture full of job satisfaction

The Sumitomo Riko Group recognizes that human capital is one of its most important management resources, and is promoting human resource education based on the belief that "human resources development is at the heart of every successful business strategy." In the future, as the skills required of employees become more diverse and specialized, employees will be expected to develop their abilities through training and other educational programs, and at the same time, employees themselves will be required to improve themselves to become human resources needed by the company.

Also, looking to achieve a virtuous cycle that improves employee satisfaction alongside corporate profits, we aim to become a company where employees are motivated to work.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"> <li>● Improving Engagement</li> <li>● Promoting Diverse Human Resources</li> </ul>	<a href="#">Human Resource Development and Enhancement of Job Satisfaction</a> <a href="#">Diversity and Inclusion</a>

## 2. Promote Co-Creation through Internal and External Partnerships

We will take collaboration within the company and outside the company beyond the level of studying a specific issue or conducting joint research, and involve even our customers to create new values by sharing a common vision of what we both want to become.

In order to achieve this, we will continue to create value-creating associates who share our company's purpose and the vision of the future society we should aim for, transcending the barriers between departments, companies, industries, academia, and government.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"> <li>● Stimulating inter-divisional collaboration within the company</li> <li>● Establish mechanisms for co-creation and collaboration</li> </ul>	<a href="#">Communication with Stakeholders</a> <a href="#">Our R&amp;D</a>

## 2 Building a Flexible and Strong Organization

### 3. Business Activities that Consider Climate Change and Natural Capital

Companies will be increasingly required to take responsibility not only for climate change, including global warming, but also for the restoration of natural capital, particularly biodiversity.

The Sumitomo Riko Group views climate change and natural capital initiatives as an opportunity for business reform, and will respond to new business opportunities, reform its operations, and develop new technologies.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"> <li>● Steady Implementation of Climate Change Countermeasures</li> <li>● Strengthening efforts for resource recycling and symbiosis with nature</li> </ul>	<a href="#">Environment (E)</a>

### 4. Transformation into a Management Foundation that can Flexibly Respond to Changes in the Environment

We will continue to strengthen S (Safety), E (Environment), C (Compliance), and Q (Quality), as well as continue to promote Risk Management Measures in our overseas operations.

To further develop our group's strengths, we will accelerate Manufacturing Innovation and Global Business Infrastructure using DX to increase productivity. Aiming for a stable profit structure and a strong financial base, we will implement business structure reforms, review our business portfolio, and make various investment decisions with an awareness of improving capital cost and capital efficiency.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"> <li>● Strengthen quality control and assurance</li> <li>● Promoting Monozukuri DX</li> <li>● Sophisticated and strengthened foundation of competitiveness</li> </ul>	<a href="#">Quality Improvement Initiatives</a> <a href="#">Supply Chain</a> <a href="#">Compliance</a>

## 3 Creating Value for a Sustainable Society

## 5. Responding to next generation mobility and Providing Environmentally Friendly Products

We will execute global sales strategies in line with the shift toward electric vehicles by each region and each automaker, and strengthen our response to the increasing demand for infrastructure in emerging and developing countries. We will also promote the development of new products for the next generation mobility society and environmentally conscious society.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"><li>● Expand sales and increase the market share of existing businesses</li><li>● Development of high value-added products</li><li>● Establish a stable revenue and financial base</li></ul>	<a href="#">Environmentally Friendly Products</a> <a href="#">The Power of Materials × CASE</a> <a href="#">Intellectual Property Rights</a>

## 6. Evolution and integration of technologies to expand provision of safety and comfort

In response to diversifying customer values, we will uncover latent needs that stem from social issues. We will take on the challenge of maximizing customer value with a view to merging the technologies of the Sumitomo Riko Group and providing services that expand on conventional manufacturing.

2025P Activity Policy	Related Pages
<ul style="list-style-type: none"><li>● Expand existing products horizontally through co-creation</li><li>● Acceleration of New Business Creation by Deepening Collaboration</li></ul>	<a href="#">Our R&amp;D</a>



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[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

[Recruitment](#)

[News](#)

[Topics](#)







# The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy

[Philosophy System](#)

- [> What the Company strives to be/ Purpose](#)
- [> Vision of the Future Society We Want to Realize](#) [> 2029 Sumitomo Riko Group Vision](#)
- [> Three Directions and Materiality toward 2029](#)
- [> The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy](#)

Sumitomo's business has been conducted based on the "Monjuin Shiigaki," the business principles written by Masatomo Sumitomo, the founder of the Sumitomo family about 400 years ago, and the spiritual basis of the "Sumitomo Spirit," which has been deepened and developed by Sumitomo's predecessors over many generations.

## Monjuin Shiigaki

It goes without saying that business is important, and one must be mindful, careful and prudent in everything one does. One shouldn't be careless in anything one does. (Banji-nissei)

### Business Principles

- Article 1. Sumitomo shall achieve prosperity based on a solid foundation by placing prime importance on integrity and sound management in the conduct of its business. (Shinyo-kakujitsu)
- Article 2. Sumitomo's business interests must always be in harmony with the public interest. Sumitomo shall adapt to good times and bad times but will not pursue immoral business. (Fusu-furi)

## The Sumitomo Spirit



## Banji-nissei

First of all, as a human being, one should be a person who does everything with sincerity and integrity in everything they do.

## Shinyo-kakujitsu

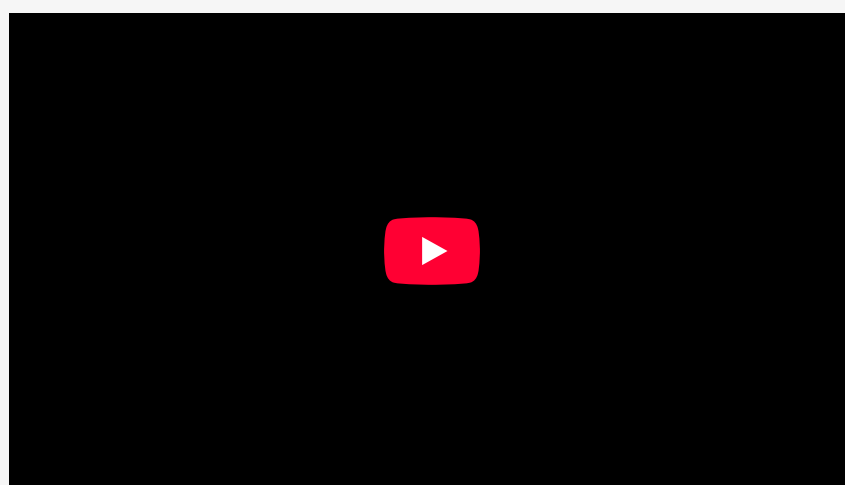
Above all, we value trust.  
In other words, to always live up to the trust of others.

## Fusu-furi

Always seek alignment with the public interest,  
And pursue the highest interest.  
Do not act rashly or carelessly.

The Sumitomo Spirit is the fundamental spirit of our Group's business management and the basis for all our employees' decisions in all business operations.

Our Group places the Sumitomo Spirit at the center of our human resources development. We provide training for all our employees using the video "Our Sumitomo Spirit" to encourage a deep understanding of the philosophy, and we try to put it into practical operations.



Related information

[Human Resources Development](#)

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## Sumitomo Riko Group Management Philosophy

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**In light of the Sumitomo Spirit, all of us at the Sumitomo Riko Group will:**

- 1** | Provide superior products and services to meet customer needs based on technological innovation.
- 2** | Place top priority on safety, in which we focus on ensuring the safety of people and society.
- 3** | Strive to protect the global environment, and to contribute to creating better communities.
- 4** | Maintain a high standard of corporate ethics by observing all laws and regulations to earn public trust and confidence worldwide.
- 5** | Foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality.

Based on the "Sumitomo Spirit," we are committed to solving social issues, as exemplified by the SDGs, through technological innovation. By simultaneously enhancing corporate values and public values, we aim to create social value and grow sustainably together with society.

Based on these principles, we have formulated our long-term vision, the "2029 Sumitomo Riko Group Vision". We recognize that meeting the expectations of all stakeholders and fulfilling our social responsibilities will enhance our social value, and we will promote our corporate activities accordingly.



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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

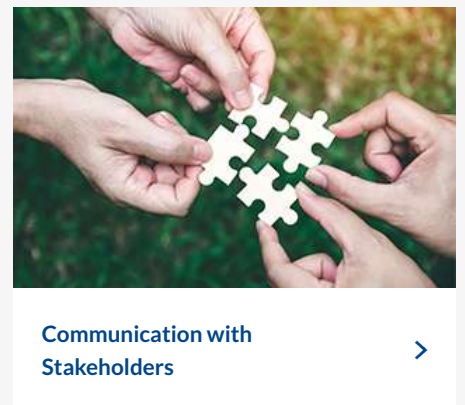
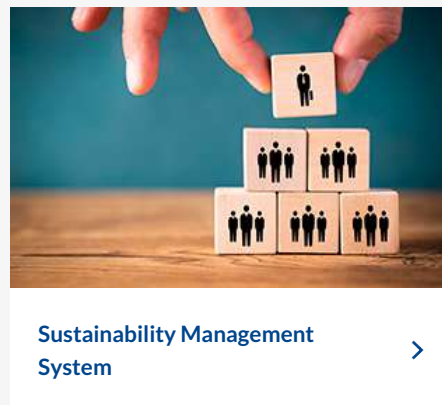
## Sustainability

### Recruitment

### News

### Topics

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[Access map](#) >

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog



Research and Development

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

# Basic Approach to Sustainability Management

Sustainability Management

[› Basic Approach to Sustainability Management](#)  
[› Communication with Stakeholders](#)
[› Sustainability Management System](#)

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

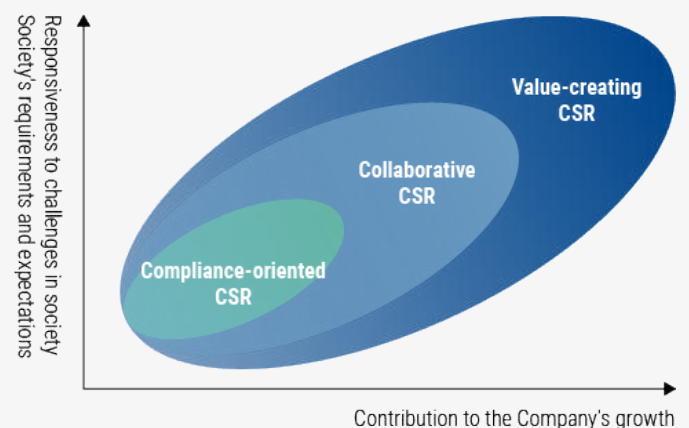
## Steps Toward Value-Creating CSR

The Sumitomo Riko Group aims to be a "Global Excellent Manufacturing Company" that grows sustainably with society and continues to be selected around the world. Our CSR activities are value-creating activities that contribute to the growth of our company and meet the expectations of society. We believe that by promoting value-creating CSR activities, we will contribute to the realization of a sustainable society, and at the same time, we will work toward becoming a "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.



### Value-creating CSR Direction



## 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 \(detailed version\) \(196KB\)](#) 

### 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 within 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

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics





Sustainability Management

[> Basic Approach to Sustainability Management](#)  
[> Communication with Stakeholders](#)
[> Sustainability Management System](#)

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

## Sustainability Management System


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"<sup>\*1</sup> and "Fusu-furi"<sup>\*2</sup>.

<sup>\*1</sup>: Place importance on integrity and sound management.

<sup>\*2</sup>: 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. This committee meets two 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 "2029 Sumitomo Riko Group Vision (2029V)".

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 with our activities.

## Composition of the CSR Sustainability Committee



Committee Members	Committee Chairman: Representative Director and President & CEO Committee members: Outside directors, managing executive officers, and executives in charge of each division
Secretariat	Corporate Planning Department
Frequency	Meetings held: 2 times/year Reporting to the Board of Directors: 2 times/year
Main Agenda	Discussions are held on themes such as setting and monitoring the progress of medium- and long-term climate change targets, promoting carbon neutrality, as well as the environment, safety and health, diversity and human rights, social contribution, and supply chain.

## Activities

Theme	Activities	Related Pages
Environment + Carbon Neutral	Promote 2029V and 2025P environmental targets (KPI), promote energy conservation toward carbon neutrality, introduce renewable energy	<a href="#">Environment</a>
Safety and Health	To achieve "Zero Accidents," control of unsafe behavior and eliminate unsafe conditions, promote safety education and training, build a culture of safety, etc.	<a href="#">Safety and Health</a>
Diversity + Human Rights	Promotion of diverse human resources, reform of work styles, Sumitomo Riko Group Human Rights Policy and human rights education	<a href="#">Diversity &amp; Inclusion</a> <a href="#">Respect for Human Rights</a>
Social Contribution	Social contribution activities to solve social issues such as frailty prevention projects and upcycling, and collaborative partnerships with multi-stakeholders	<a href="#">Social Contribution</a>
Supply Chain	Promotion of CPR procurement, complying with Subcontract Act and Invoice system through "Basic Transaction Agreement" and "Supplier CSR Guidelines"	<a href="#">Supply Chain</a>

# Employee Education Measures

In order to ensure that each and every employee sees sustainability as his or her own personal matter and incorporates it into his or her work, the Group takes various opportunities to promote its permeation within the Company.

Since FY2023, we have been implementing various measures to instill our corporate philosophy, which is based on the "Sumitomo Spirit," in each and every employee in order to achieve the "2029 Sumitomo Riko Group Vision (2029V)"

## Employee Training

In addition to explaining the 2029V and other philosophy systems, training aimed at helping employees understand the connection between sustainability and themselves and encouraging them to take action is incorporated into rank-based training for new employees, technical staff, and others. In FY2023, a total of 331 employees participated in 13 sessions.

In addition to this basic education on sustainability and our philosophy, we provide various training programs to practice sustainable management, including training on the importance of CSR in the supply chain and respect for human rights.

Related Information [CSR Activities on Supply Chain](#)

Related Information [Respect for Human Rights](#)

## Sustainability Awareness Survey

In addition to the penetration of 2029V, we have conducted a sustainability awareness survey in order to understand the current level of understanding and practice of sustainability among employees and to improve awareness and education activities.

In the first survey conducted in FY2023, 4,790 employees including those from domestic and overseas groups responded (response rate: approx. 82%).

We will continue to conduct this survey in the future, and through repeated inspections and improvements, we will apply the results to sustainable management and promote the penetration of sustainability awareness within the company.

3. Do you usually think about "sustainability"? \*

- ☐ 1. Yes, often.
- ☐ 2. Yes, sometimes.
- ☐ 3. No, not usually.
- ☐ 4. No, almost never.

4. Do you think you want to keep "sustainability" in mind while going about your day? \*

- ☐ 1. Yes, I really do.
- ☐ 2. Yes, I somewhat do.
- ☐ 3. No, not really.
- ☐ 4. No, not at all.

5. Do you keep "sustainability" in mind while going about your day? \*

- ☐ 1. Yes, often.
- ☐ 2. Yes, sometimes.
- ☐ 3. No, not usually.
- ☐ 4. No, almost never.



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[Access map](#) >

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment

### Our Company

Business Policy  
Company Profile  
Corporate History

### IR

IR News  
Management Policy  
Financial and Business Results

### Sustainability

**Recruitment**  
  
**News**

Electronics  
Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Topics**

---

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# Communication with Stakeholders

Sustainability Management

[> Basic Approach to Sustainability Management](#)  
[> Communication with Stakeholders](#)
[> Sustainability Management System](#)


**Communication Methods with Stakeholders**



**Stakeholder Dialogue**



Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR Library  
Stock Information  
Share Accounting Information

**Topics**

---

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# Communication Methods with Stakeholders

[Communication with Stakeholders](#)
[> Communication Methods with Stakeholders](#)
[> Stakeholder Dialogue](#)

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


## Sumitomo Riko Group's Stakeholders

As the Sumitomo Riko Group Corporate Action Charter declares, "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 are promoting "co-creation through internal and external partnerships," which is one of our materiality, by proactively engaging with our stakeholders.

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

Related information [Three Directions and Materiality toward 2029](#)

### Communication Methods with Each Stakeholder

Stakeholders	Communication Methods	Related Information
 <b>Stakeholders &amp; Investors</b>	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.	<a href="#">IR Library</a>

<b>Customers</b>	Communication through sales activities (as needed), Customer consultation service (as needed), etc.	-
<b>Suppliers &amp; Other Business Partners</b>	Centralized management of information on transactions with suppliers (as needed), CSR questionnaires (conducted periodically for suppliers), etc.	<a href="#">Supply Chain</a>
<b>Employees</b>	Human resources training program (annual plan), Labor-management council meetings (once a month),	<a href="#">Respect for Human Rights</a> <a href="#">Human Resource Development and Job Satisfaction</a> <a href="#">Diversity and Inclusion</a>
<b>Local Communities</b>	Factory dialogues at each base (once a year), Essay Awards (once a year), etc.	<a href="#">Stakeholder Dialogue</a>
<b>Global Environment</b>	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.	<a href="#">Environmental Communication</a>



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

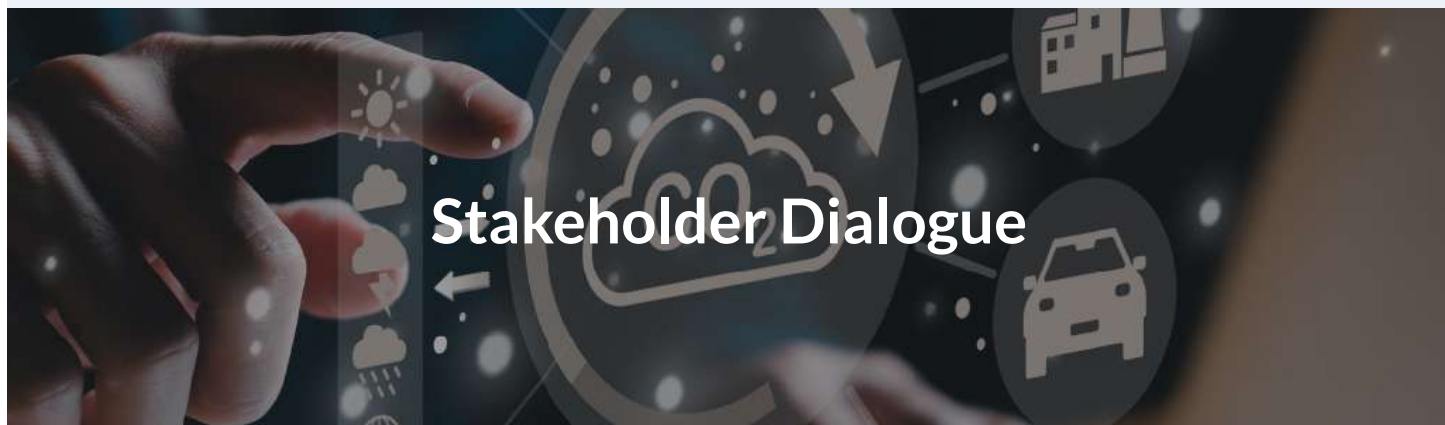
IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



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

## Komaki City Partnership Dialogue 2023 for Coexistence with Nature

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The Sumitomo Riko Group believes that two-way communication with all stakeholders is important in promoting CSR and sustainability management. Our Group conducts its business activities using various blessings of nature, including natural rubber, air, water, and minerals. In the “Sumitomo Riko Long-Term Environmental Vision 2050” formulated last year, we recognize that we have a responsibility to pass on these natural blessings and the natural environment to future generations without destroying them through our business activities, and we are committed to contributing to coexistence with nature.

In order to realize this vision, the “Komaki City Partnership Dialogue 2023 for Coexistence with Nature” was held in Komaki City, Aichi Prefecture, where the Komaki Head Office and Manufacturing Plant are located, to promote collaboration among various sectors of Komaki City (companies, government, civic groups, universities, etc.) involved in nature symbiosis, and to encourage more vibrant nature symbiosis activities in Komaki City.



Related information [Long-Term Environmental Vision and Environment 2029V](#)

## [Theme] From Dots to Planes ～Environmental Vision and Friendship Building for the Future

Komaki City has abundant nature such as Mt. Komaki and the Chigo no Mori (Chigo Forest). However, animals and plants designated as specified alien species have been found in the city, and there are concerns about their impact on native species. In order to preserve biodiversity in coexistence with nature, the importance of protecting the natural environment is required, and Komaki City is promoting efforts to conserve and restore nature and the ecosystem.

The theme of this year's event was “From Dots Activities to Planes Activities: Environmental Vision and Friendship Building for the Future,” and participants included the Deputy Mayor of Komaki City, Aichi Prefectural Government, Komaki City Hall, civic groups, and experts from universities. In the dialogue, we shared the efforts of each sector in the nature symbiosis, found a common understanding and direction, and held a dialogue to realize Komaki City's biodiversity efforts for the future in a cooperative framework.

Participants



Group photo of all participants

[Facilitator]

Non-Profit Organization Komaki Citizen's Activity Network

Representative Director, Toshiki Hatano

[Stakeholders]

Mr. Kenichi Hiraoka, Deputy Mayor, Komaki City

Mr. Toshiyuki Ogawa, Assistant Manager, Natural Environment Division, Aichi Prefectural Government

Mr. Yusuke Fukami, Engineer, Natural Environment Division, Aichi Prefectural Government

Mr. Tomonari Umemura, Manager, Environmental Measures Division, Komaki City Hall

Ms. Mari Kohri, Associate Professor, Department of Business, Nagoya University of Economics

Mr. Michio Kozawa, Oyama River Clean-up Association

Ms. Yoko Baba, Chigo no Mori Activity Group

Mr. Tamotsu Hashimoto, Chigorin no Satoyama

[Sumitomo Riko]

Representative Director and President & CEO, Kazushi Shimizu

Director and Senior Managing Executive Officer, Shinichi Waku

Komaki Plant Manager, Kenji Anegawa

General Manager of Environmental Promotion Department, Hideaki Tanahashi

General Manager of Corporate Planning Department, Osamu Wakisaka

### Effects on biodiversity conservation generated by collaboration among diverse sectors

- In order for living creatures to survive, forests alone and water alone are not enough. I was relieved to learn that there are people in Komaki City who are involved in environmental preservation of mountains, forests, and rivers.
- The headwaters of the Oyama River, which flows through the city, are in the Oyama mountain range in the eastern part of the city, so everyone's activities are connected. When forests are cleaned up, they function as "green dams" and reduce flood damage. We would like to promote efforts in cooperation with the government, companies, and organizations.
- As the term "watershed integration" suggests, everything from the mountains to the sea is connected and influences each other. It is important to address the entire area, not just a part of it, from the perspective of disaster prevention and biodiversity.
- In the past, there was an opportunity for all citizens to work on environmental issues through the Zero Garbage Campaign. In the future, it would be desirable to create new forms of cooperation with companies and other organizations.

### Toward realization in partnerships

- In response to the issues of aging active members and declining priority for volunteer activities, it would be meaningful to encourage students to participate as part of their coursework. Currently, students are engaged in satoyama maintenance and water quality surveys, but it is possible to consider going a little further and using the organization's activity sites as fields for mowing and tree clearing.
- The number of employees who want to engage in volunteer activities is increasing. We would like to focus our wisdom on creating a system that allows employees to get involved.
- Aichi Prefecture has a support system for subsidies for organizations with funds from the Aichi Forest and Greenery Creation Tax.
- Aichi Prefecture is also engaged in matching companies and organizations. In recent years, more and more companies have expressed a desire to be involved in this project.
- The program is also meaningful as a place for post-retirement activities. I think many people would participate in volunteer activities if they were informed and introduced to such activities before their retirement.
- The number of people involved will expand if families bring their children to participate in local activities. Even if the family members participate in the activities for the sake of their children, they may appreciate the activities when their children's parents or guardians see them at the site. We hope that you will encourage your employees to participate with their families.
- It is important to make these activities a natural part of our daily lives. As a company, there are things we can do to help the organization in terms of publicity. We would like to hear from you.

## After the “Komaki City Partnership Dialogue 2023 for Coexistence with Nature” of Sumitomo Riko Group

First of all, I feel that the participants were very impressed by the fact that Sumitomo Riko is engaged in various environmental conservation activities on a global scale. I was impressed to hear about their efforts to maximize corporate value and public value with various initiatives, such as tree planting projects in China, mangrove planting and beach cleaning in Thailand, forest thinning and tree planting projects in Nagano and Mie prefectures in Japan, and the operation of “Mitake no Mori” in Gifu prefecture.

Also, as for the issue of what initiatives are required to preserve wonderful nature, Sumitomo Riko proposed “Biodiversity focusing on the Oyama River” as the “Komaki Model”, which was very well accepted by the participants, including citizens' groups, Komaki City, Aichi Prefecture, and Nagoya University of Economics.

As we listened to the activities and achievements of the participating citizens' activities, a common and important issue was the aging of the membership. In response, Nagoya University of Economics suggested that the power of student volunteers could be a solution to this problem.

“A rich Satoyama is the key to a rich ocean.” Making this concept into practice is a specific example of Komaki's environmental efforts. From this perspective, there are many students who are interested in this project, and the university hopes to make it an important theme.

It was also raised that an issue in companies is that opportunities for “social activities by company employees” are decreasing due to the entrenchment of post-retirement employment extension. The question of how to encourage employees who are interested in volunteer activities to participate willingly was also highlighted.

In Komaki City, in addition to the organizations that participated, many other organizations are involved in environmental conservation activities. I have also heard that there are many companies that are making individual efforts for the environment while promoting regional contribution and SDGs management, although from different perspectives. Therefore, I strongly felt that it is very important to revamp the city's environmental citizen council, build a mechanism for companies to get involved, create opportunities for industry-academia-government collaboration, and “share information while working together to disseminate information”. I am convinced that such efforts will increase the number of our friends and become a force to realize the [Komaki Model].

In this dialogue, I strongly felt the possibility of connecting the dots to form a line, which will then become a plane. I strongly felt such a possibility. If we continue to take advantage of opportunities such as this one, we will be able to evolve our efforts into a plane! This was such a wonderful achievement.

I would like to thank everyone who participated in the event, and I look forward to the next one. Thank you very much.

March 2024

Non-Profit Organization Komaki Citizen's Activity Network  
Representative Director, Toshiki Hatano

In this dialogue, we received many valuable opinions from our stakeholders. From now on, we will continue to listen to the opinions of our stakeholders and hope to build partnerships that will lead to solutions to social issues and the creation of social value, with Sumitomo Riko acting as a bridge connecting the community from a corporate standpoint.

## The 9th SDGs Student Essay Award by Sumitomo Riko

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The "SDGs Student Essay Award by Sumitomo Riko" is a new social contribution program launched in 2015 to commemorate the change of Sumitomo Riko's trade name and to position the program as "a project to support young people who will lead the future." (The name of the program at the time of its establishment was "Sumitomo Riko Student Essay Award.")

The award is intended to provide a forum for students from all over Japan to learn about social issues and to learn about the creation of a sustainable society. It is also for discussing the results of their thinking, and to contribute to the growth of young people by broadening their perspectives.

For FY2023, we invite papers on the theme "What is the HR Strategy for the SDGs/ESG era that will enable companies to grow sustainably?" As for judging, in addition to the Screening Committee Chairman, Yukari Takamura (Professor, Institute for Future Initiatives, The University of Tokyo) and other experts, Sumitomo Riko Group employees also participated in the preliminary screening, with the aim of incorporating young people's thoughts and suggestions into management. Seven winning essays were selected, including the Grand Award, Grand Runner-up, Excellence Award and Judges' Special Award. In January, a round-table discussion was held with the ten students who received the Grand Award, Runner-up Award, and Excellence Award, members of the judging committee and executives of our Company.

At the round-table conference, each winning student gave a presentation on his or her essay, and our company gave a presentation titled "Future Conference Toward 2024," explaining the vision of the future that Sumitomo Riko hopes to realize, which was formulated with an eye toward society in the years 2024 to 2050. Then, we exchanged opinions on what the world will be like in 2050, what they would like to be like in that world, and whether they can feel empathy with Sumitomo Riko's vision of the future. The participants actively gave us their opinions, including their own aspirations and expectations for Sumitomo Riko. This was a very valuable opportunity to learn what the company should aim for and what social issues the students are interested in through dialogue with the next generation of stakeholders, namely students.

We will continue to implement this award as a program to support young people who will lead the future and promote efforts to build a sustainable society.



Group photo at the round-table conference for the winners (January, 2024)



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[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure

## Our Company

Business Policy  
Company Profile

## IR

IR News  
Management Policy

## Sustainability

[Recruitment](#)



[Housing Environment](#)

[Electronics](#)

[Healthcare](#)

[Product Catalog](#)

## Research and Development

[The Power of Materials × CASE](#)

[Our Mission](#)

[Our R&D](#)

[Intellectual Property Rights](#)

[Corporate History](#)

[Executive Management](#)

[Management System](#)

[Organization Chart](#)

[Business Locations](#)

[Global Network](#)

[Video/Ad Library](#)

[Manga: Sumitomo Riko's Business](#)

[Financial and Business Results](#)

[Highlights](#)

[IR Library](#)

[Stock Information](#)

[Share Accounting Information](#)

**News**

**Topics**

## Sustainability MENU ▾

TOP PAGE &gt; Environment (E)

# Environment (E)

## Environmental Target 2029V-Priority Items to be Addressed

Sumitomo Riko will contribute to:

Decarbonizing Society by:

Reducing CO<sub>2</sub> Emissions Aiming at the 1.5°C Target

Resource-Recycling Society by:

Minimizing Waste and Promoting the Use of Sustainable Materials

Society in Harmony with Nature by:

"Visualizing" and Reducing Our Own Environmental Impact on the Ecosystem

[Long-Term Environmental Vision and Environment 2029V](#) >

## CSR Sustainability Committee

Safety and Health

Diversity

Supply Chain

Corporate Citizenship

Environment

Company-wide Environmental Activity Council

Chaired by: Director in charge of environment

Composed of: Environmental Promotion Department  
Carbon Neutral Promotion Office  
Representatives from each department

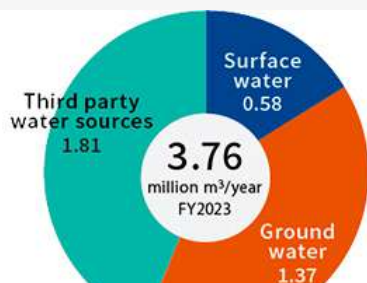
Corporate Division

Business Division

Research and Development Division

Manufacturing Management Divisions

[Environmental Management](#) >

[Responding to Climate Change](#) >

[Responding to Water Risks](#) >

[Contributing to a Resource-Recycling Society](#) >

[Contributing to a Society in Harmony with Nature](#) >




[Appropriate Chemical Substance Management](#) >



[Environmental Communication](#) >



[Environmentally Friendly Products](#) >



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[Access map](#) >

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# Long-Term Environmental Vision and Environment 2029V

Environment (E)

- [Long-Term Environmental Vision and Environment 2029V](#)
- [Environmental Management](#)
- [Responding to Climate Change](#)
- [Responding to Water Risks](#)
- [Contributing to a Resource-Recycling Society](#)
- [Contributing to a Society in Harmony with Nature](#)
- [Appropriate Chemical Substance Management](#)
- [Environmental Communication](#)
- [Environmentally Friendly Products](#)

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



## On the Formulation of the Environmental Vision

Under the Sumitomo Spirit, the Sumitomo Riko Group is united in its efforts to become a "Global Excellent Manufacturing Company" in accordance with its corporate philosophy, "Strive to protect the global environment and to contribute to creating better communities". In recent years, the movement toward the realization of a decarbonized society has spread rapidly around the world, with many countries and companies declaring themselves "Carbon Neutral by 2050." The Sumitomo Riko Group is also working to address global environmental issues as a matter of urgent importance, and is promoting information disclosure and environmental activities on a global level toward "Carbon Neutral by 2050" by endorsing the TCFD and acquiring SBTi certification as the Sumitomo Electric Group.

Global environmental issues, including not only climate change but also water risk, resource depletion, plastic waste, and biodiversity loss, are becoming more serious and are recognized as important issues for the international community.

Against this backdrop, there is an accelerating global movement toward solutions to environmental issues, such as addressing the "Sustainable Development Goals (SDGs)" and "Carbon Neutrality," realizing a "Circular Economy (circular economic system)," and working toward "Biodiversity Conservation."

In the midst of such drastic changes in the environment, we believe it is important to continue to provide abundant value while responding to global trends from a renewed long-term perspective in order to contribute to the realization of a sustainable society and to achieve sustainable development as a company.

Therefore, we have formulated the new "Sumitomo Riko Long-Term Environmental Vision 2050," which envisions the future in 2050, and have further formulated "Environment 2029V" in April 2023 by backcasting from this vision.

Related information [The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy](#)

Related information [Responding to Climate Change](#)

## Perspectives on the Long-Term Environmental Vision 2050 and 2029V Formulation



## Long-Term Environmental Vision 2050

As the world faces various environmental challenges, our vision for the future is a sustainable society in which "Safety and Comfort" are realized in all aspects of life around the world.

Prior to the formulation of the vision, we reviewed our materiality. In addition to the key phrases "Decarbonizing Society," "Resource-Recycling Society," and "Society in Harmony with Nature," the slogan for our long-term vision is "Toward a future where everyone can enjoy a comfortable life."



## Toward a future where everyone can enjoy a comfortable life



Toward a "Decarbonizing Society", we will reduce CO<sub>2</sub> emissions.

Toward a "Resource-Recycling Society", we will use resources carefully without wasting them.

Toward a "Society in Harmony with Nature", we will protect nature.

Our vision for the future in 2050 is as follows:





# About Environment 2029V

We have formulated our mid-term environmental target "Environment 2029V" in order to realize the "Ideal State" envisioned in our long-term vision. We will contribute to a "Decarbonizing Society," "Resource-Recycling Society," and "Society in Harmony with Nature" with less impact on the environment, while taking on the challenge of growing our business and creating new value.

## Environmental Target 2029V-Priority Initiatives

### Sumitomo Riko will contribute to:

#### Decarbonizing Society by:

**Reducing CO<sub>2</sub> Emissions Aiming at the 1.5°C Target**

#### Resource-Recycling Society by:

**Minimizing Waste and Promoting the Use of Sustainable Materials**

#### Society in Harmony with Nature by:

**Visualizing and Reducing Our Own Environmental Impact on the Ecosystem**

Key Issues	Environment 2029V Action Goals	Environment 2029V Numerical Targets
Contribution to a Decarbonizing Society	Reduce greenhouse gas emissions	Scope 1+2: 30% reduction in CO <sub>2</sub> emissions (compared to 2018)
		Scope 3: 15% reduction in CO <sub>2</sub> emissions (compared to 2018)
	Increase efficiency of energy use	Energy intensity per sales 10% reduction (compared to 2022)
	Promote the introduction of renewable energy	Ratio of renewable electricity 2.5% increase (compared to 2022)
Contribution to a	Reduce waste	Reduce waste intensity per sales by 7% (compared to 2022)

Resource- Recycling Society	Minimize waste	Reduce disposal rate to 4% or less
	Promote the use of sustainable materials	Sustainable material usage rate: 20% or more
	Minimize water use	Reduce water intake by 10% (compared to 2022)
Contribution to a Society in Harmony with Nature	Promote visualization and reduction of environmental impact on ecosystems in areas surrounding the company	Establish impact assessment methods for multiple environmental aspects, including local biodiversity, and disclose appropriate information
	Minimize environmental risks	Environmental incidents: Zero serious accidents, violations of laws and regulations, and complaints

# About Environment 2025P

In order to ensure the achievement of our mid-term environmental target “Environment 2029V,” we have formulated a three-year action plan “Environment 2025P,” based on the backcast from 2029V and continuing challenges from our previous environmental target, 2022V.

Key Issues	Environment 2025P Action Targets	Environment 2025P Numerical Targets
Contribution to a Decarbonizing Society	Reduce our own greenhouse gas emissions (Scope 1+2) Formulate plans to reduce supply chain greenhouse gas emissions (Scope 3)	Reduce CO <sub>2</sub> emissions by 20% (compared to 2018) in Scope 1+2
Contribution to a Resource- Recycling Society	Continue waste reduction efforts through recycling	Reduce waste intensity per sales by 3% (compared to 2022)



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Inquiry

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

Recruitment  
  
News  
  
Topics





# Environmental Management

Environment (E)

- [> Long-Term Environmental Vision and Environment 2029V](#) [> Environmental Management](#)
- [> Responding to Climate Change](#) [> Responding to Water Risks](#)
- [> Contributing to a Resource-Recycling Society](#)
- [> Contributing to a Society in Harmony with Nature](#)
- [> Appropriate Chemical Substance Management](#) [> Environmental Communication](#)
- [> Environmentally Friendly Products](#)

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

[Commitment](#)

## Message from the Officer in Charge



## We are committed to decarbonizing and building a circular economy to achieve a future where everyone can live happily and comfortably.

Global warming caused by greenhouse gases, resource depletion due to mass consumption, and destruction of nature due to deforestation and marine plastic pollution are common global issues. We are committed to carbon neutrality and a circular economy. However, as shown in the Synthesis Report for the Sixth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC), measures to combat global warming are inadequate, and more efforts and initiatives are needed than ever before.

There is also a sense of crisis that the future will be lost unless serious efforts are made to address the depletion of natural resources and the destruction of nature. In response, in 2023 we formulated the “Long-term Environmental Vision 2050” and mid- and long-term environmental target “Environment 2029V”.

As the officer in charge, I am committed, more than ever before, to leading the environmental conservation activities of the Sumitomo Riko Group to meet these challenges and visions.

The role and responsibility of companies in creating a sustainable society is significant. We will not be left behind but rather will be a leader in the world. We will contribute to the creation of a global environment for a future in which our families, children, and descendants can live safely and comfortably with smiles on their faces.



Shinichi Waku  
Director and Senior Managing Executive  
Officer

## Basic Approach

As stated in the Sumitomo Riko Group 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 the conservation of the global environment and the building of a sustainable society through our social contribution activities. In order to realize this policy, we will utilize our environmental management system to reduce environmental impact and risks in our business activities, and we will also actively develop environmentally friendly products and technologies that comply with environmental regulations.

### Environmental Philosophy

#### Basic Policy

The Sumitomo Riko Group will always conduct its business activities with consideration for the conservation of the natural environment. We will stick to social expectations and rules, and carry out all the activities from product development, design, procurement, production, logistics, sales to waste disposal under the principles of “MOTTAINAI” and “OMOIYARI.” Sumitomo Riko also aims to formulate a sustainable society while contributing to global environment preservation under the spirit of social contribution.

#### Action Guideline

1. Establish environmental conservation activities as part of our 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 the environmental load.
4. Establish targets 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 environmental information and promote opinion exchange in local community and society.

## Environmental Promotion 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 Environmental Management System (ISO14001)

The Sumitomo Riko Group is promoting the establishment of ISO 14001, the international standard for environmental management systems, at its production bases in Japan and overseas, and is engaged in continuous environmental improvement activities. The number of certified bases is 11 in Japan and 39 overseas.

**Related information** [ISO14001 Certification Status \(list of certified companies\)](#)

## FY2023 results and current plans based on

# Environment 2025P

## FY2023 Results for Key Environmental Issues

Items	Targets	Results	Judgement
Greenhouse Gas	Reduce total emissions by 14.0% compared to FY2018	26.7% reduction	✓
Energy	Reduce energy use by 1.5% compared to FY2022 on an intensity basis	22.9% reduction	✓
Renewable Energy	Increase the ratio of renewable energy by 0.3% compared to FY2022	1.73% increase	✓
Waste (excluding valuable resources)	Reduce discharge by 1.0% compared to FY2022 on an intensity basis	12.4% reduction	✓
Waste Recycling	Recycling rate 80% or more	75%	×
VOCs	Reduce emissions at Sumitomo Riko below FY2017 actual value	53% reduction	✓
Chemical Substances	Continuous compliance with new regulations	Compliance with revised Chemical Substances Control Law, EU REACH, and revised TSCA	✓
Environmental Incidents	No legal violations or complaints	9 violations, 1 complaint	×
Water Intake	Reduce by 1.0% compared to FY2022	4.6% reduction	✓

Notes ✓:Target Achieved ×:Target Not Achieved

## Plan for FY2024

Items	Targets	Plans
Greenhouse Gas	Reduce total emissions by 17.0% compared to FY2018	Steady implementation of the action plan and continuous reduction through energy audits, etc.
Energy	Reduce energy use by 2.0% compared to FY2022 on an intensity basis	
Renewable Energy	Increase the ratio of renewable energy by 0.6% compared to FY2022	Planned introduction of solar power generation and procurement of Renewable Energy Certificates
Waste (excluding valuable resources)	Reduce discharge by 2.0% compared to FY2022 on an intensity basis	Reduction of defects, improvement of yield ratio, and recycling of waste into valuable resources
Waste Recycling	Recycling rate of 80% or more	Expansion of recycling applications
VOCs	Reduce emissions at Sumitomo Riko below the previous year's level	Continuous implementation of VOCs reduction measures
Chemical Substances	Continuous compliance with new regulations	Early acquisition and internal development of new regulatory information
Environmental Incidents	Zero serious accidents, legal violations or complaints	Continual base audits and information sharing regarding environmental laws and regulations, etc.
Water Intake	Reduce by 2.0% compared to FY2022	Promotion of highly efficient use and recycling of water

\* The denominator used for the intensity for each performance indicator is net sales.

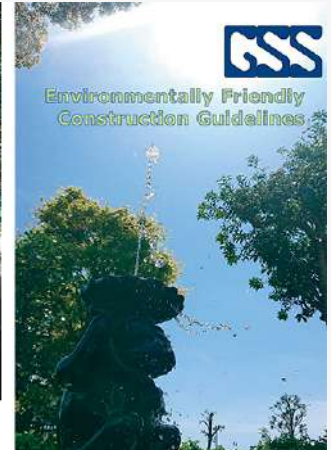
\* Details of each issue are shown on the related pages.

## Compliance with Environmental Laws and Regulations

The Sumitomo Riko Group strives to ensure thorough compliance with environmental laws and regulations. In FY2023, there were 9 cases of legal violations (wastewater drainage route violations: Japan; failure to report to the government: Japan, USA, Poland) and 1 complaint (noise: Japan). In each case, appropriate measures were taken and no serious incident occurred. We will promote improvement activities to prevent recurrence and aim for zero environmental accidents in the future.

In order to ensure thorough compliance with environmental laws and regulations at each base, in Japan, the Regional Environmental Task Force, composed of environmental managers from each base hold meetings, where revised environmental laws and regulations are explained and cases of violations at each base are shared, thereby encouraging voluntary checks.

In addition, environmental audits are regularly conducted at domestic and overseas bases to check compliance with laws and regulations and to prevent violations from occurring. We have also prepared "Environmental Management Guidelines," which explain the principles of environmental management, our approach to environmental management, and how to deal with problems when they occur. They are used as training material for heads of bases and executives posted overseas, as well as environmental managers. In addition, we have also prepared and published "Environmentally Friendly Construction Guidelines," which outline the environmental considerations to be made during the construction work ordered by each base, in an effort not only to comply with the law but also to avoid inconveniencing neighboring communities.



## Future Issues and Responses

Sumitomo Riko has 54 global production bases. Our Environmental Promotion Department, in cooperation with the Carbon Neutral Promotion Office and Global Promotion Office, provides guidance to each base and exchanges information on environmental activities directly with each base or through the Mother Business Headquarters.

With recent environmental regulations and increasing demands for conservation activities, the environmental management of the Sumitomo Riko Group needs to be further upgraded. Therefore, we will continue to exchange information, monitor the status of activities, and communicate with each other in order to realize our Long-Term Environmental Vision for 2050.

**Products**

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

**Our Company**

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

**IR**

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Sustainability****Recruitment****News****Topics**

# Responding to Climate Change

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Responding to Climate Change
- > Contributing to a Resource-Recycling Society
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > Environmentally Friendly Products
- > Environmental Management
- > Responding to Water Risks
- > Environmental Communication

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



## Basic Approach

The Sumitomo Riko Group has set greenhouse gas (GHG) reduction targets with the aim of becoming carbon neutral by 2050, and is making company-wide efforts to reduce not only its own CO<sub>2</sub> emissions (Scope 1 and 2) but also CO<sub>2</sub> emissions from its supply chain (Scope 3). In terms of reducing our own emissions, we are taking a two-pronged approach, not only by switching to renewable energy sources but also by reducing production energy. We are also promoting climate change mitigation and adaptation by fully demonstrating our core technologies in manufacturing, materials, and product development. With regard to the supply chain, we are planning and implementing measures to reduce CO<sub>2</sub> emissions related to the purchase, transportation, and disposal of raw materials and parts.

### Medium- and Long-Term Targets for GHG Reduction

Item	Target Year	CO <sub>2</sub> Reduction Target Value
------	-------------	--

<b>Sumitomo Riko Group Long-Term Environmental Vision 2050</b>	2050	Achievement of Carbon Neutrality
<b>2029 Sumitomo Riko Group Vision (2029V)</b>	FY 2029	Scope1+2 30% reduction from FY2018 Scope3 15% reduction from FY2018
<b>2025 Sumitomo Riko Group Mid-term Management Plan (2025P)</b>	FY 2025	Scope1+2 20% reduction from FY2018

## Acquisition of SBT Certificate

In April 2021, the GHG emission reduction targets of the Sumitomo Electric Group, including Sumitomo Riko, were certified under the SBTi (Science Based Targets initiative). The target values were set as "30% reduction of Scope 1+2 by FY2030 based on FY2018 standards, and 15% reduction of Scope 3 by FY2030 based on FY2018 standards."

These targets are consistent with the Paris Agreement (Well Below 2°C: WB2°C: the level at which the global temperature increase is well below 2°C above pre-industrial levels). As the IPCC AR6 Synthesis Report indicates, further efforts to reduce GHG emissions are needed, so we have decided to advance the target achievement year by one year, with a view to the 1.5°C target in the "Environment 2029V" announced in 2023.

## Disclosure on Climate Change Response

Sumitomo Riko Group expressed its support for the TCFD's recommendations in June 2022 and has been striving to disclose appropriate information through its annual securities reports, integrated reports, and this website. We will continue to improve the quality of information disclosure based on trends in international sustainability disclosure standards such as ISSB standards.

Related Information

[Disclosure Based on TCFD Recommendations for FY2023 \(2MB\)](#) 

## Efforts to Reduce GHG Emissions in Business Activities

The Sumitomo Riko Group is working to reduce GHG emissions through the introduction of high-efficiency production equipment, maintenance work to prevent steam leakage, consolidation of production lines, expansion of solar power generation, and proposals for reduction through energy audits.

### GHG Emissions (Sumitomo Riko Group)

The Sumitomo Riko Group as a whole reduced greenhouse gas emissions in FY2023 by 26.6% compared to FY2018. In addition, In FY2023, emissions intensity per sales decreased by 44.3% compared to FY2018.





\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

\*2 In FY2023, the CO<sub>2</sub> emission factor for electricity is changed from location-based to market-based, and the emission factors for each electric utility (in part, the 2020 country-specific factors listed in the IEA "Emissions Factors 2022") are used.

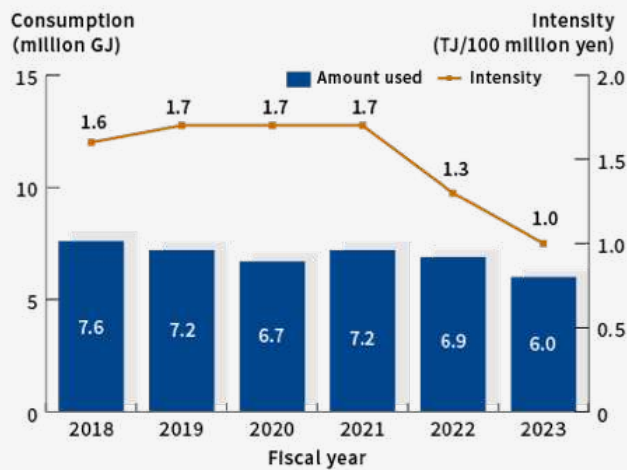
\*3 CO<sub>2</sub> emission factors other than those for electricity are those listed in the "Manual for Calculation and Reporting of Greenhouse Gas Emissions" published by the Ministry of the Environment.

\*4 The factors have been changed since FY2023 in accordance with the revision of the Act on Promotion of Global Warming Countermeasures.

\*5 The quantitative emissions data in this section is assured by a third-party organization. However, the emission intensity is not included in the assurance.

## Primary Energy Consumption (Sumitomo Riko Group)

The primary energy consumption by the entire Sumitomo Riko Group in FY2023 decreased by 11.8% compared to FY2022.



\*1 The emission intensity is not included in the assurance.

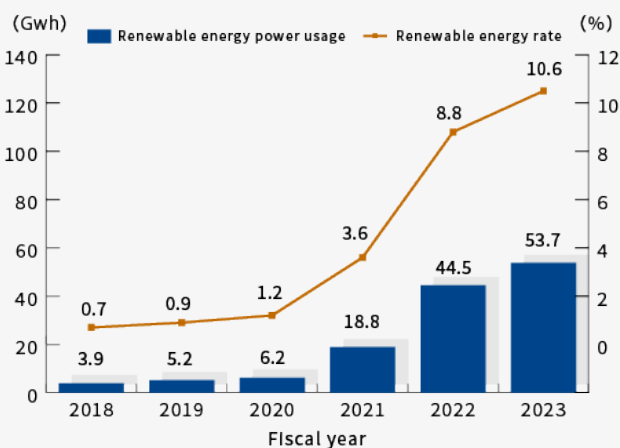
\*2 The denominator of the intensity is the sales amount (after elimination of internal transactions) of the scope of aggregation.

\*3 Primary energy conversion factors are based on the Act on the Rational Use of Energy (Energy Conservation Act) of Japan's Ministry of Economy, Trade and Industry.

\*4 Since FY2023, the factors have been changed in accordance with the revision of the Energy Conservation Law.

## Renewable Energy Consumption (Sumitomo Riko Group)

The renewable energy consumption by the entire Sumitomo Riko Group in FY2023 increased by 21% compared to the previous year, and the renewable energy ratio increased by 1.8%.



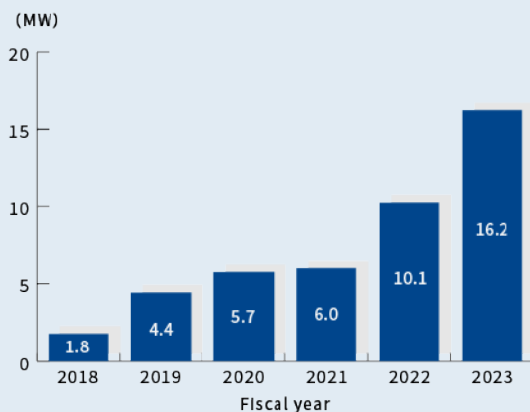
\*1 Renewable energy rate = amount of electricity generated from renewable energy / Total power consumption

## ① Introduction of solar power

Solar power generation is a primary renewable energy source that does not emit greenhouse gases, and the Sumitomo Riko Group is actively adopting it.

In FY2023, solar power generation facilities with the total capacity of 6.2MW were installed at bases in Japan, Thailand, China, Mexico, and Vietnam, bringing the total power generation capacity to 16.2 MW (1.6 times greater than last year) and the annual CO<sub>2</sub> emission reduction to 8,000 [tons-CO<sub>2</sub>].

**Solar Power Generation Capacity  
(Sumitomo Riko Group)**



Tokai Chemical Industries, Ltd. (No.2 Plant)

## ② Global Information Sharing Activities

The Sumitomo Riko Group is conducting "Global Information Sharing Activities" to ensure that energy-saving examples verified at "mother factories" in Japan, or factories that play a central role in domestic and overseas production bases, are implemented at its group companies without fail. In FY2023, the Carbon Neutral Promotion office and persons in charge from SumiRiko Tennessee, Inc. (SRK-TN: U.S.A.) and Tokai Rubber (Guangzhou) Corporation (TRG: China), which are the top CO<sub>2</sub> emission bases, held regular carbon neutrality meetings. As a result, energy reduction activities with a focus on "Switch-off Activities" (switching-off of unnecessary lights, fans and other equipment) and planned power outage were carried out at both SRK-TN and TRG, which had been proven effective at Komaki Plant. (Sumitomo Riko FY2024 Environmental Award Winning project)

【CO<sub>2</sub> reduction effect (SRK-TN): 412 ton-CO<sub>2</sub>/year】

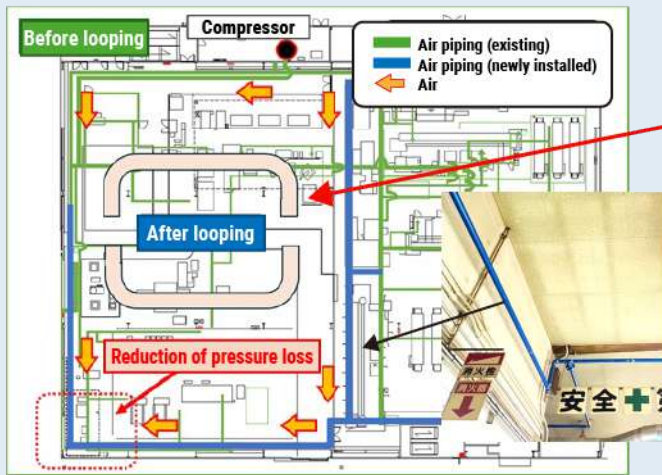
【CO<sub>2</sub> reduction effect (TRG): 1,082 ton-CO<sub>2</sub>/year】



### ③Reduction of air consumption (looping of piping/reduction of compressor pressure)

The Sumitomo Riko Group is focusing on activities to reduce air consumption. Tokai Chemical Industries, Ltd. has been repairing air leaks since 2021, and in 2023, construction of closed circuit piping, or looping of air piping, was carried out to reduce air loss. As a result, the load on compressors was greatly reduced, which made it possible to lower the pressure of compressors and minimize the number of units in operation, leading to a reduction in energy consumption. (Sumitomo Riko FY2024 Environmental Award Winning project)

【CO<sub>2</sub> reduction effect: 258 ton-CO<sub>2</sub>/year】



**【Effect of closed circuit (looping) air piping】**

- Reduction of pressure loss in piping and compressor load  
(Electricity consumption -27%: -157t-CO<sub>2</sub>/year)
- Reduction of main pressure setting of the compressor  
(Electricity consumption -17%: -101t-CO<sub>2</sub>/year)

**Loop piping route diagram**

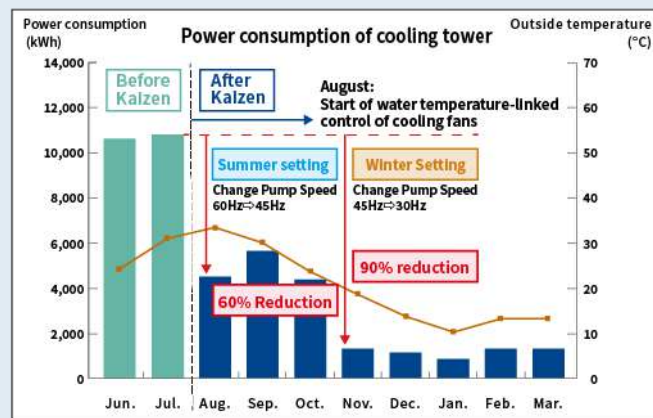
#### ④Reduction of energy loss in cooling towers (optimization of pump and cooling fan operation)

We optimized the operation of cooling towers, which supply cooling water to plant facilities. We examined the minimum operating conditions required for cooling and reviewed the pump speed and cooling fan settings. As a result, energy consumption was reduced by 60-90%. Using this case as a model, we will implement similar initiatives at other bases including global bases.

【CO<sub>2</sub> reduction effect: 35 ton-CO<sub>2</sub>/year】



**Cooling tower**



**Power Consumption of Cooling Tower**

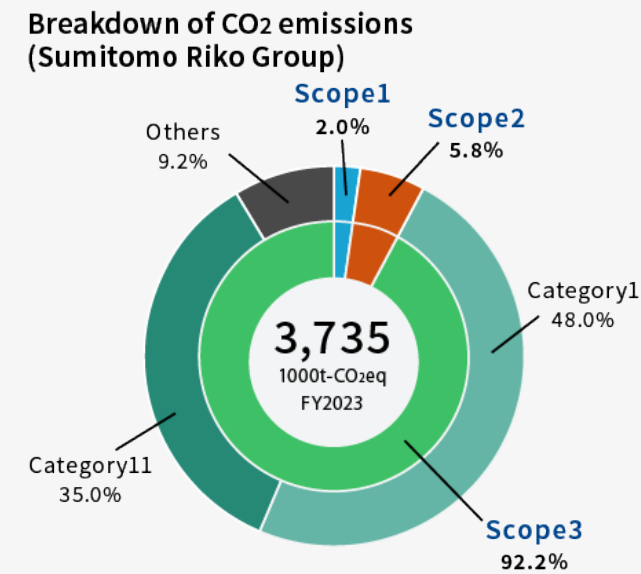
# Initiatives to Reduce GHG Emissions in Logistics

## Promoting Modal Shift and Transportation Efficiency

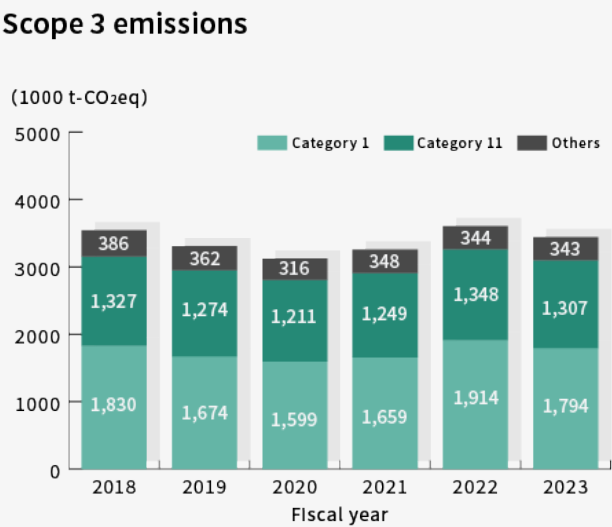
Sumitomo Riko is also working to reduce environmental impact in logistics through efficient transportation, such as “reforming transportation methods (modal shift)” and “consolidating cargo and increasing the size of vehicles for delivery with fewer trips than before (reduction of trips)”. We will continue our efforts to reduce emissions by consolidating cargo and improving routes.

## GHG Emissions in the Supply Chain

The Sumitomo Riko Group understands the importance of conducting activities to reduce greenhouse gas (GHG) emissions to achieve carbon neutrality by 2050. To this end, we focus not only on GHG emissions from our own business activities such as direct emissions from fuel combustion (Scope1) and indirect emissions from the use of purchased electricity (Scope2), but also on indirect emissions from the procurement of raw materials and the use and disposal of products sold throughout the supply chain (Scope3). The GHG emissions of the entire supply chain of the Sumitomo Riko Group in FY2023 were 7.8% for Scope 1+2 and 92.2% for Scope 3. In particular, in Scope 3, emissions were reduced by 2.8% compared to FY2018 due to the introduction of sustainable materials and the expansion of product lines for electric vehicles.



- Scope1: 74,000t-CO<sub>2</sub>eq
  - Scope2: 217,000t-CO<sub>2</sub>eq
  - Scope3: 3,444,000t-CO<sub>2</sub>eq
- Category 1 = Purchased goods and services  
Category 11 = Processing of sold products  
Other = Categories 2-10, 12-15



## Future Issues and Responses

The United Nations' latest report on global warming (the IPCC AR6 Synthesis Report), released in March 2023, strongly urges countries around the world to reduce GHG emissions more drastically and more promptly than the current situation. The Sumitomo Riko Group also believes that it is necessary to steadily advance its current GHG reduction plan, achieve reduction targets ahead of schedule, and set new targets. In order to achieve carbon neutrality, we will work not only on our own, but also with the Sumitomo Electric Group, neighboring companies, and companies in other industries to avoid a crisis for the entire planet.



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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# Responding to Water Risks

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Environmental Management
- > Responding to Climate Change
- > [Responding to Water Risks](#)
- > Contributing to a Resource-Recycling Society
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > Environmental Communication
- > Environmentally Friendly Products

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



## Basic Approach

The Sumitomo Riko Group consumes large quantities of water for cleaning and surface treatment of metal parts used in its products, cooling of manufacturing equipment and resin molded products, etc. We recognize that water is an important resource.

Meanwhile, "water risk" is consistently ranked high in the "Global Risk Report" published by the World Economic Forum.

To address this issue, we not only reduce water consumption by improving production processes and recycling wastewater, but also strive to understand the risks in each region in order to continue our business activities.

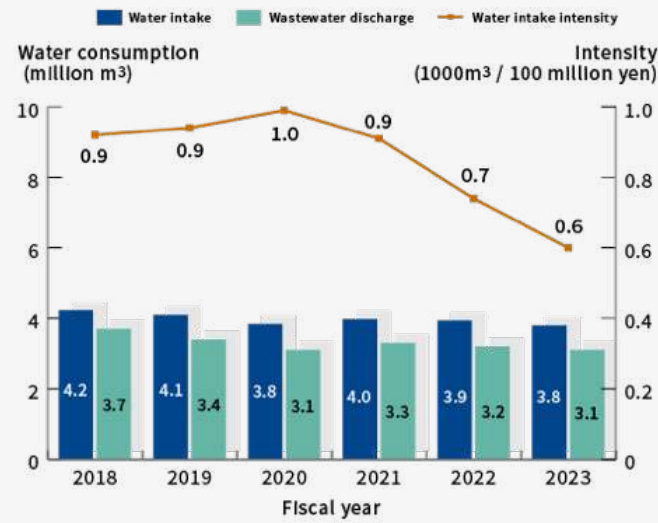
## Efforts to Reduce Water Consumption

When washing products with our cleaning equipment, we strive to save water by adopting a counter-current multi-stage water rinse system. In some cases, water is selected as the refrigerant used to cool equipment that generates heat during operation, such as rubber kneading machines

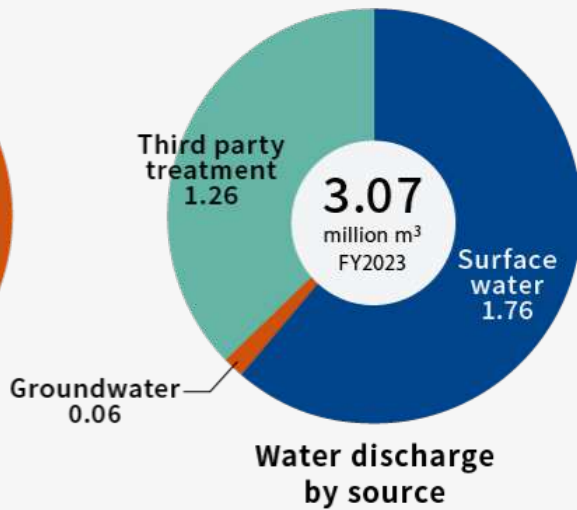
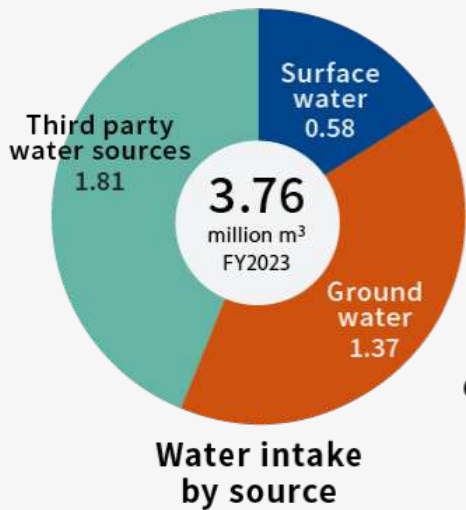


and extruders. In this case, water is used endlessly if it is kept running through the equipment. Therefore, cooling towers and chillers are used to cool and circulate the water that has absorbed heat, leading to significant water conservation.

Water intake and wastewater discharge amount (Sumitomo Riko Group)



\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.



## Understanding and Reducing Water Risks

We have assessed the water risk in the regions where all of our production bases are located, both domestic and overseas, using AQUEDUCT, an international water risk assessment tool, and have conducted a water risk survey through interviews with all of our production-related business bases, both domestic and overseas. The survey to date has not identified any bases with significant risks that need to be addressed immediately. 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.

## Future Issues and Responses

Water risk is an important issue for us, a company with global bases, as each region faces different risks, such as water shortages due to population growth and increased risk of flooding due to global warming.

The Sumitomo Riko Group is promoting water conservation, prevention of leakage, and reuse of wastewater in production processes, as well as creation of new process designs that do not use water.

We will also continue to share information with our global bases to identify future risks and create action plans to reduce water risks.



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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

# Contributing to a Resource-Recycling Society

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Environmental Management
- > Responding to Climate Change
- > Responding to Water Risks
- > **Contributing to a Resource-Recycling Society**
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > Environmental Communication
- > Environmentally Friendly Products

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



## Basic Approach

The Sumitomo Riko Group uses nature-based raw materials such as natural rubber and minerals, as well as petroleum based raw materials, such as synthetic rubber and various chemical substances. We recognize that these resources are finite, and that waste generated during production and after use can lead to environmental pollution if not disposed of properly.

To address this issue, we are committed to developing our existing 3R (Reduce, Reuse, Recycle) activities to realize a highly resource-recycling society in which there is no waste.

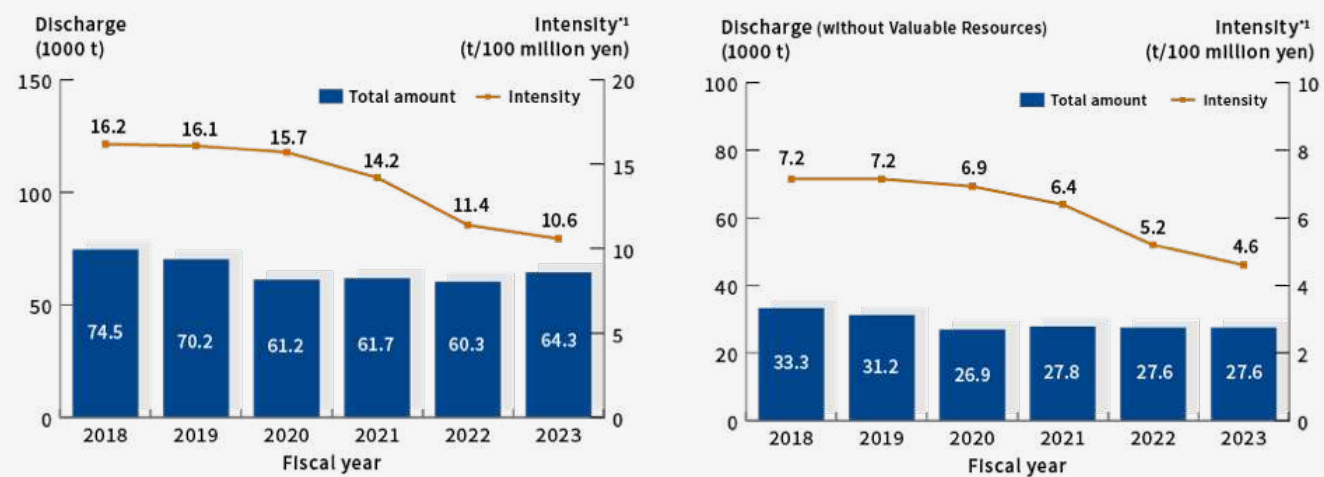
## Waste Reduction Initiatives

The total amount of waste generated by the Sumitomo Riko Group as a whole in FY2023 increased by 6.6% due to the increase in production volume compared to FY2022. However, it decreased by 6.7% in terms of intensity per net sales as a result of continued efforts to reduce defects



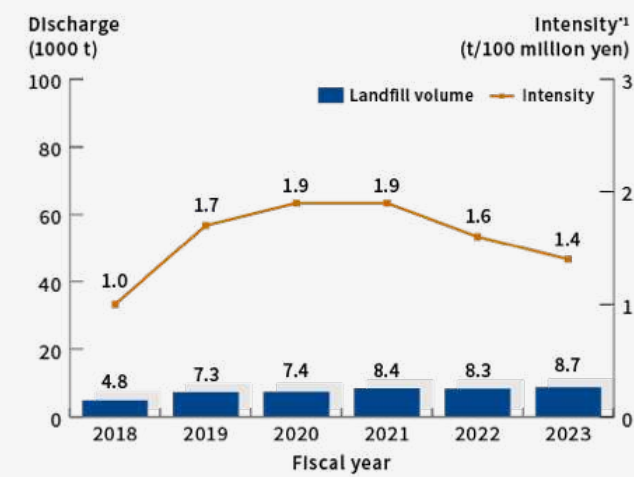
and improve yield rates. In addition, the amount of waste, excluding valuable resources, remained almost unchanged (up 0.1%) due to aggressive efforts to recycle unvulcanized rubber, resulting in a significant improvement (down 12.4%) on an intensity bases.

### Discharge of Waste (Sumitomo Riko Group)



\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

### Landfill Disposal of Waste (Sumitomo Riko Group)



#### Examples of Waste Reduction

At the Iwakura Logistics Center of SumiRiko Logitech Company Limited, wooden pallets that were no longer needed used to be crushed by a contractor and made into chips. After Kaizen, or improvement, the pallets are now reused as recycled pallets (material recycling). (Sumitomo Riko FY2024 Environmental Award Application Project)

【Waste reduction: 13 tons/year; disposal cost reduction: 291,000 yen/year】



## Plastic Reduction Initiatives

### Discontinuation of PET Bottle Beverage Sales at Global Headquarters

#### ～Initiatives to address the problem of marine pollution caused by plastic waste～

In an effort to solve the marine plastic pollution problem, we have started a plastic-free initiative to stop selling beverages in plastic bottles and replace them with aluminum cans. The goal is to reduce to "zero plastic bottles" used at the global headquarters in Nagoya, Japan, from an average of 780 bottles per month, or about 10,000 bottles per year. This activity will enable us to reduce CO<sub>2</sub> emissions by 80 g per 500 ml PET bottle, or approximately 748 kg per year. In line with the elimination of PET bottle beverages, we are promoting the use of in-house tea dispensers and encouraging people to use their own bottles, or "my bottles."

Starting with the sales discontinuation of PET bottle beverages at our global headquarters in FY2019, we introduced PET bottle-free vending machines at our Saitama Plant in FY2021 and at SumiRiko Yamagata in FY2022. By 2030 (the deadline for achieving the SDGs), we plan to gradually replace PET bottle beverages sold at our domestic bases with canned beverages or other sustainable options.

## Reuse of Unused Office Supplies

Sumitomo Riko contributes to the circular economy by operating the "Sumitomo Riko Eco Flea Market," a website for exchanging unnecessary office supplies, equipment and apparatus.

(354 transactions in FY2023)





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最終更新 22/11/23

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21 画像



### Examples of Resource Conservation and Recycling Initiatives

We have been using Epson's PaperLab dry office paper machines since 2017 for the security advantage of in-house processing of confidential documents, in addition to protecting the global environment.

In the process of creating recycled paper from used paper, PaperLab can significantly reduce CO<sub>2</sub> emissions, wood resource use, and water consumption compared to paper made on the market. The recycled paper is used for employees' business cards, notepads, and notebooks. The paper is also donated to Komaki City in Aichi Prefecture and to junior high schools and civic groups in Susono City, Shizuoka Prefecture. The paper is used for communication documents, bulletins, and pamphlets for school and group activities.

A series of tasks, including document processing and machine operation, are handled by our special subsidiary, SumiRiko Joyful Company Limited<sup>\*1</sup>, which also employs people with disabilities.



#### Environmental Impact Reduction Effects of PaperLab (FY2023)

Installation bases	Number of sheets produced (A4 plain paper)	Number of trees saved <sup>*2</sup>	Amount of water saved <sup>*2</sup>	CO <sub>2</sub> emission avoided <sup>*2</sup>
Komaki Plant	578 thousand sheets	Approx. 36 trees	Approx. 3,199 m <sup>3</sup>	Approx. 2.1 t-CO <sub>2</sub>
Fuji Susono Plant	191 thousand sheets	Approx. 12 trees	Approx. 1,061m <sup>3</sup>	Approx. 0.7 t- CO <sub>2</sub>

<sup>\*1</sup> SumiRiko Joyful: A special subsidiary established in November 2013 to promote employment of people with disabilities and contribute to society.

<sup>\*2</sup> Calculated by Epson based on the number of recycled paper produced by Sumitomo Riko.

#### Related Information

[Promotion of Employment of People with Disabilities](#)

## Rubber Recycling Initiatives

In order to reuse rubber, resin, and urethane wastes and realize a circular economy for these raw materials, our group is working with LanzaTech,

Inc. to research and develop new technologies.

Related Information

[Joint-Development Agreement on the Reuse of Rubber and Other Wastes](#) 

## Future Issues and Responses

Since laws and regulations concerning waste disposal and possibility of landfill disposal differ from country to country, the Sumitomo Riko Group will pursue effective use of resources. Specifically, we will reduce waste generation from production processes through 3R activities and reduce the amount of waste simply incinerated or disposed of in landfills. We will also promote the effective use of natural resources by recovering energy from waste and developing biochemical recycling technologies. In order to realize a circular economy, we will promote resource-recyclable structural design and production processes, including the selection of recyclable materials and structures that allow easy separation of different materials.



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[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics

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# Contributing to a Society in Harmony with Nature

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Responding to Climate Change
- > Contributing to a Resource-Recycling Society
- > [Contributing to a Society in Harmony with Nature](#)
- > Appropriate Chemical Substance Management
- > Environmentally Friendly Products
- > Environmental Management
- > Responding to Water Risks
- > Environmental Communication

Employees, Local Communities, Global Environment



## Basic Approach

The Sumitomo Riko Group conducts its business activities using various blessings of nature, including natural rubber, air, water, and minerals. Recognizing that our business activities must not pollute or eliminate the gifts of nature that we've been given, and that we have a responsibility to pass them on to future generations, we have set forth the goal of realizing a society in harmony with nature in our Long-Term Environmental Vision 2050. Therefore, we will expand the scope of our activities to include forest conservation, rare species protection, and neighborhood cleanup to conserve biodiversity, as well as environmental conservation related to our supply chain. Sumitomo Riko will continue to engage in activities to achieve Nature Positive by 2030.

## Joined the Global Platform for Sustainable Natural Rubber (GPSNR)

Sumitomo Riko joined the Global Platform for Sustainable Natural Rubber (GPSNR) on July 25, 2022.

Related information

[CSR Activities on Supply Chain](#)

## Given status as a Certified Aichi Biodiversity Company

Aichi Prefecture, where Sumitomo Riko Komaki Plant is located, has established the "Aichi Biodiversity Company Certification Program" to promote corporate activities for biodiversity conservation and to certify companies that are implementing excellent efforts. Sumitomo Riko received the certification in November 2023.

## Participation in the Keidanren Initiative for Biodiversity Conservation

In March 2024, Sumitomo Riko, as a company committed to biodiversity for the future, joined the "Keidanren Initiative for Biodiversity Conservation" organized by the Keidanren Nature Conservation Council. This is an effort to address the items that constitute the revised Keidanren Declaration for Biodiversity and Guideline proposed by Keidanren and Keidanren Nature Conservation Council, and to support the overall objectives of the initiatives.

\*Keidanren: Japan Business Federation

## Biodiversity Risk Assessment

The conservation of biodiversity is a key component of Sumitomo Riko Group Corporate Action Charter. We conducted an assessment to determine whether any of Sumitomo Riko's bases overlap with Key Biodiversity Areas (KBAs), which are important areas that are key to biodiversity conservation. We surveyed 11 bases in Japan, 16 bases in China, 16 bases in other Asian countries, 9 bases in the Americas, and 18 bases in Europe and Africa, and confirmed that none of our bases overlap with KBAs.

## Symbiosis with Nature Activities in Neighboring Areas

The Sumitomo Riko Group actively participates in environmental conservation activities in neighboring areas, such as "Sumitomo Riko Forest" activities, conservation of rare species, extermination of specified alien species, mangrove planting, and neighborhood cleanup.

### Forest Growing Project

**Sumitomo Riko : Sumitomo Riko Forest Growing Project**

On July 1, 2008, Sumitomo Riko (then Tokai Rubber Co., Ltd.) signed a foster parent agreement with Ikeda-cho, Kitaazumi-gun, Nagano Prefecture, in support of the Nagano Prefecture "Forest Foster Parent Promotion Project" philosophy. The purpose of this project is to create forests as a source of CO<sub>2</sub> absorption so as to be a part of the global environmental protection activities. Every year, Nagano Prefecture certifies the amount of CO<sub>2</sub> absorbed by Sumitomo Riko's Forest. (FY2023: 444t-CO<sub>2</sub>)

In addition to providing financial support for forest conservation, this project dispatches a team of Sumitomo Riko volunteers twice a year in the spring and in the fall. In addition to forest thinning, pruning, and tree planting under the guidance of local residents, the two-day and one-night volunteer activities also include agricultural experience, making local food, and social gatherings with local residents of the Hirotsu area, in an effort to promote community interaction.



## Matsusaka Plant: Sumitomo Riko Matsusaka Forest Growing Project

On August 26, 2010, Sumitomo Riko (then Tokai Rubber) signed a contract with Mie Prefecture, Matsusaka City, and the local residents of Sezu to conserve 24.5 hectares of forest over a period of 5 years in support of the Prefecture's Corporate Forest Project. It was the first time in the prefecture that a four-party agreement had been signed with the cooperation of the local community. It was also the first time that employees participated in forest conservation activities in the contracted forests. In FY2020, the contract was renewed for the third time.

In FY2023, in addition to conservation activities such as thinning of the forest, the Matsusaka Plant exhibited a booth at the "Harvest Festival" held at its base to promote interaction between employees and local residents.



## Tokai Chemical Industries, Ltd: Mitake no Mori Activity



In May 2017, Tokai Chemical Industries signed a three-party agreement with Mitake Town and Gifu Prefecture to collaborate on forest conservation activities. This is a collaborative effort between the company and its stakeholders to conserve town-owned forests and restore satoyama (woodland near populated area) in Mitake, where Tokai Chemical's head office and factory are located. Our goal is to realize a sustainable, low-carbon society and leave a rich natural environment for future generations. The governor of Gifu Prefecture has certified that these forest conservation activities will absorb 290 tons of CO<sub>2</sub> over the next 50 years.

In addition to monthly maintenance activities by employees, company-wide events are held three times a year in spring, summer, and fall to promote interaction with local residents.



## Rare species conservation activities (mame-nashi)

The "mame-nashi," or Callery pear, is a deciduous tree belonging to the genus pear of the rose family that grows mainly in the Tokai region in Japan. It is a rare species that is listed in the Red List of the Ministry of the Environment as an endangered species 1B and in the Red Data Book of Aichi Prefecture as an endangered species 1A. It produces pretty white flowers from late March to early April and it bears pear-like fruit about 1cm in autumn.

Its natural habitat called "Okusa no Mame-nashi Jiseichi" located in the eastern part of Komaki City is the largest in Japan and has been designated a natural treasure by Aichi Prefecture because of its high value in that it has maintained an environment that allows generations of mame-nashi to prosper in a natural state over a long period of time. Komaki City is working to preserve the value of the natural habitat and pass it on to future generations. Sumitomo Riko is working with Komaki City and local volunteers to conduct conservation activities such as field research of the seedlings and weeding.



## Mangrove Planting

Sumitomo Riko's production base in Thailand, SumiRiko Eastern Rubber (Thailand) Ltd. (SRK-ER), conducted mangrove planting in 2018 and 2023. (activities were suspended 2020-2022 due to COVID-19).

A total of about 2,400 mangrove saplings have been planted so far in Thailand including Rayong province, where the production base is located. Mangrove forests are also known as the cradle of life, creating a rich ecosystem with abundant biodiversity. Mangrove forests are also believed to absorb CO<sub>2</sub>, one of the causes of global warming, and store large amounts of carbon, thus playing an important role in reducing greenhouse gases.





## Extermination of Invasive Alien Species

Komaki Plant has been carrying out extermination activities for the "Lanceleaf tickseed" since 2022. The Lanceleaf tickseed is designated as an invasive alien species under the Invasive Alien Species Act as a plant that may have a serious impact on the ecosystem in Japan. Since there is a possibility that the seeds of the Lanceleaf tickseed could spread through transportation and commuting vehicles, we consider it our responsibility as a company operating in the area to take action.



## Neighborhood Cleanup Activities

At each plant and office of Sumitomo Riko as well as other group companies such as Tokai Chemical Industries, employees volunteer to clean up the surrounding area on a regular basis.



Morning plogging (Matsusaka Plant)



"Gomi-zero" (cleanup) activities (SumiRiko Oita AE)





Kani River and Matsuno Lake cleanup activities (Tokai Chemical Industries,Ltd)



Oyama River cleanup activities (Komaki Plant)

## Information Sharing with Local Communities

In order to promote mutual understanding and coexistence with the local community through communication, the Komaki and Matsusaka Plants, which are adjacent to the housing areas, hold community liaison meetings with the neighborhood association officials. During these meetings, information on local environmental conservation is also exchanged.

## Future Issues and Responses

We will clarify the relationship between the Sumitomo Riko Group's business and global resources, nature, and biodiversity, which are directly and indirectly linked to our business, and share this information within the company so that each and every employee is aware that our business activities are not simply social contribution activities.

We will also create a concept for each of our business bases to make the activities more relevant to the local community.



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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics



# Appropriate Chemical Substance Management

Environment (E)

- [Long-Term Environmental Vision and Environment 2029V](#)
[Environmental Management](#)
- [Responding to Climate Change](#)
[Responding to Water Risks](#)
- [Contributing to a Resource-Recycling Society](#)
- [Contributing to a Society in Harmony with Nature](#)
- [Appropriate Chemical Substance Management](#)
[Environmental Communication](#)
- [Environmentally Friendly Products](#)

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



## Basic Approach

The Sumitomo Riko Group uses a variety of chemical substances, including raw materials for products, sub-materials used in production processes, and CFCs used in air conditioning equipment.

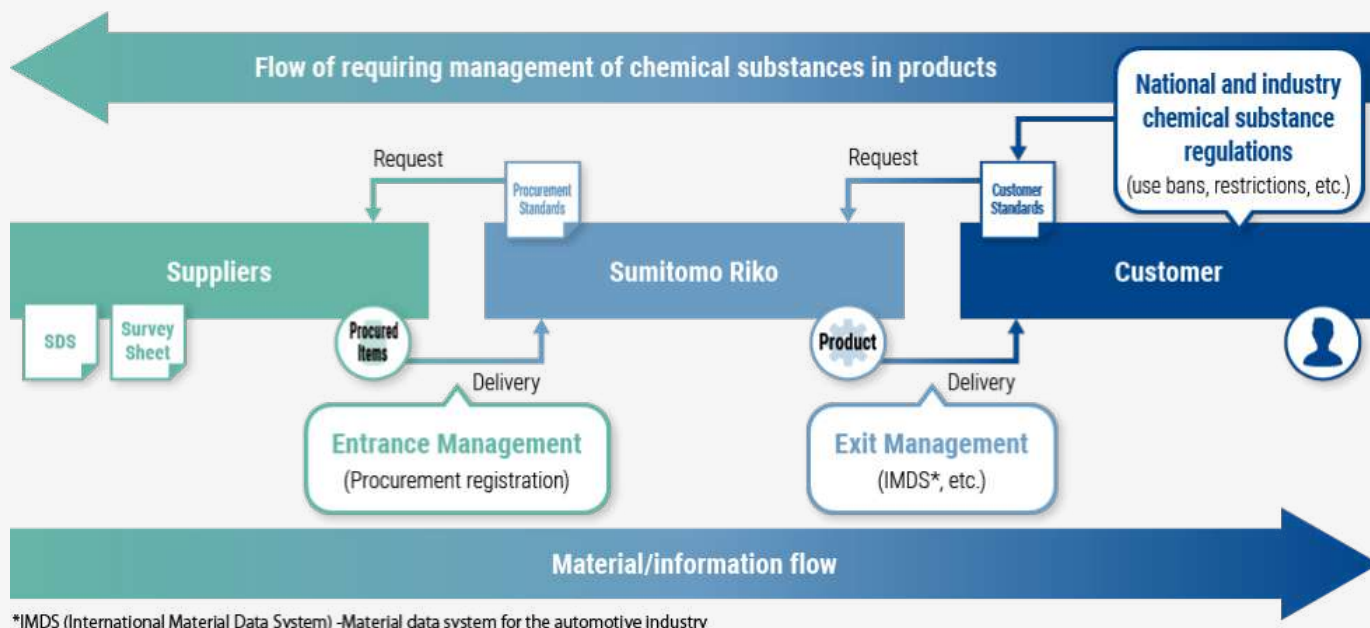
Chemical substances can have a negative impact on the global environment by causing soil and groundwater contamination through the disposal of products containing them, or by being released into rivers and the atmosphere through leakage or evaporation during production processes. Meanwhile, chemical substance regulations are being tightened year by year, especially in Europe. Therefore, we are promoting safe and secure products manufacturing by strengthening our efforts to properly manage chemical substances, including the selection of chemical substances to be used, the establishment of management systems, and training for employees.

## Chemicals Management in the Supply Chain



We have established a database of raw materials to prevent the use of prohibited substances and the mixing of by-products during product design, material procurement and manufacturing.

This allows us to provide products that meet the laws and regulations of each country and the requirements of customers.



## Compliance with Overseas Chemical Substance Regulations

Sumitomo Riko exports materials, parts, and products to overseas Group production bases.

With the cooperation of our suppliers and importers, we are appropriately complying with regulations such as the REACH Regulation in Europe, China's Measures for the Environmental Management Registration of New Chemical Substances<sup>\*1</sup>, and Measures for the Registration and Management of Hazardous Chemicals<sup>\*2</sup> and TSCA<sup>\*3</sup> in the United States.

<sup>\*1</sup> Measures for the Environmental Management Registration of New Chemical Substances: Regulations on chemical substance registration in China

<sup>\*2</sup> Measures for the Registration and Management of Hazardous Chemicals: Regulations for the management of hazardous substances in China

<sup>\*3</sup> TSCA: Regulations on chemical registration and hazardous substance management in the U.S.

## Management of Chemical Substances in Purchased Products

Total amount of discharged and transferred PRTR-controlled substances



The Sumitomo Riko Group provides rubber and plastic products such as automotive parts, office equipment parts, and industrial products which are manufactured using raw materials containing various chemical substances. In order to minimize the various risks of chemical substances, we are striving for appropriate management in each of the following areas: prevention of pollution in local communities, ensuring workplace safety, and compliance with customer requirements for our products. In Japan, we monitor and control chemical substances in accordance with the PRTR Law.

## Selection and Management of Substances to be Controlled

In order to prevent the release of regulated substances, Sumitomo Riko manages chemical substances in accordance with the laws and regulations of each country, mainly the European ELV Directive<sup>\*4</sup>, RoHS Directive<sup>\*5</sup>, REACH Regulation<sup>\*6</sup>, domestic laws and regulations, GADSL<sup>\*7</sup>, and IEC62474<sup>\*8</sup>, as well as customer requirements. Specifically, we provide safe and secure products by thoroughly understanding the roles and management methods of each department.

\*4 ELV Directive: End of Life Vehicles Directive in Europe (EU member states)

\*5 RoHS Directive: Restriction of Hazardous Substances in Electrical and Electronic Equipment in Europe

\*6 REACH Regulation: Registration, Evaluation, Authorisation and Restriction of Chemicals in Europe

\*7 GADSL: Global Automotive Declarable Substance List

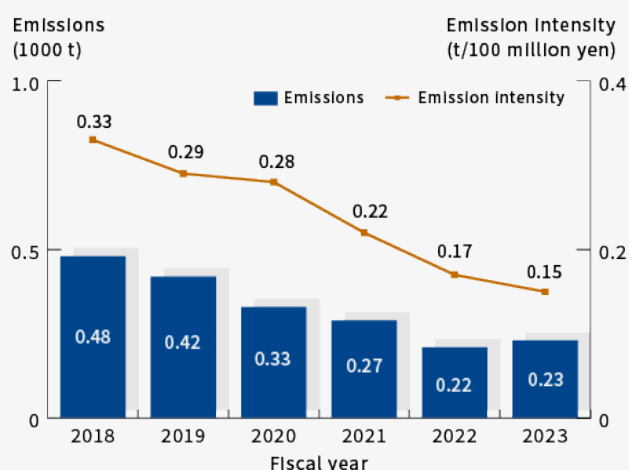
\*8 IEC62474: Material Declaration for Products of and for the Electrotechnical Industry

## Efforts to Reduce Air Pollutants

VOCs<sup>\*9</sup> emitted into the atmosphere react with ultraviolet rays of sunlight, causing photochemical oxidants and suspended particulate matter. Of the raw materials used by our group, VOCs, which are mainly contained in adhesives used for bonding rubber to metal fittings, rubber glue for hoses, and anti-rust paint for metal fittings, are released into the atmosphere as they dry.

Therefore, we are working to reduce VOC emissions during the use of adhesive machines by developing spray guns with high coating efficiency, and by using water-based paints. We will continue our efforts and work with suppliers on new themes, such as the use of water-based adhesives.

### VOC emissions (Sumitomo Riko)



\*9 VOC: Volatile Organic Compounds

\*10 The scope of the aggregation is Sumitomo Riko Company Limited.

\*11 Denominator of intensity is net sales (after elimination of internal transactions).

\*12 Figures are based on the "Voluntary Action Plan for VOC Emission Reduction" of the Japan Rubber Manufacturers Association.



# Management of VOC/Vulcanization Gas Treatment Equipment

VOC/Vulcanization gas treatment equipment is directly connected to production facilities, and there is a risk that production may be halted due to problems such as fires or equipment failures that result in emission standards being exceeded. We have prepared a guidebook for each of our bases that outlines precautions to be taken in the design and operation of this treatment equipment, and are working to raise awareness of these issues. The guidebook includes examples of such accidents, possible causes, and measures to prevent recurrence.

## Case Studies

### Control measures of VOC, vulcanization gas, and other emissions at overseas bases

#### ① VOC Reduction Measures

In order to comply with stricter laws and regulations on VOC emissions in various countries, the Sumitomo Riko Group is reducing the amount of VOCs used and introducing combustion-type and absorption-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.

#### ② Vulcanization Gas Measures

In China, the Central ecological and environmental protection inspection in 2016 initiated stricter environmental regulations and many companies were punished. Our group companies were also strongly required by the authorities to comply with NMHC (non-methane hydrocarbon) emission concentrations generated during rubber mixing and vulcanization. We have successively introduced specialized vulcanization gas treatment equipment that uses combustion methods and photocatalyst to meet the standards.



Tokai Rubber Moldings (Tianjin) Co., Ltd.

## Soil and Groundwater Remediation

We have been systematically and continuously purifying groundwater contaminated by the past use of chlorinated solvents at the Komaki Plant, Matsusaka Plant, and Saitama Plant, and have reported the results to the government.

## Case Studies

## Komaki Plant

Since June 2001, we have been conducting the purification and monitoring at the Komaki plant using the pumped water aeration method. The concentration of contaminants has gradually decreased and the purification effect has been recognized.

In FY2015, we additionally implemented purification using the anaerobic bioremediation, and are now proceeding with purification using the pumped water aeration method.



## Matsusaka Plant

Since December 2005, we have been conducting the purification and monitoring at the Matsusaka plant using the pumped water aeration method. The concentration of contaminants has gradually decreased sequentially and the purification effect has been recognized.



## Saitama Plant

Since March 2007, we have been conducting the purification and monitoring at the Saitama plant using the pumped water aeration method. The concentration of contaminants has gradually decreased and the purification effect has been recognized. We are also attempting purification by anaerobic bio-method, and have conducted it three times in 2007, 2017, and 2019 to promote purification.



# Proper Management of Ozone-Depleting Substances

To protect the ozone layer and prevent global warming, we are promoting the control of the release of CFCs into the atmosphere and the adoption of natural refrigerants. At Sumitomo Riko, the amount of leakage in FY2023 was 54.9t-CO<sub>2</sub>eq in accordance with the Law for CFC Emission Control. We are managing operation through periodic inspections and proper disposal and collection in accordance with the law. We will continue to systematically renew equipment and reduce the use of fluorocarbons.

# Proper Storage of PCB Equipment

Polychlorinated biphenyl (PCB), which are nonflammable, chemically stable, and have high electrical insulation properties, have been used by our group in high-voltage transformers and capacitors. However, the enactment of the Stockholm Convention (POPs Convention) and the laws and regulations of various countries have resulted in a general ban on the manufacture and use of PCBs, requiring strict storage management and systematic waste disposal.

The Sumitomo Riko Group had been aware of the existence of PCB waste and had been systematically promoting proper waste disposal in accordance with the laws and regulations of each country, as well as storing the waste appropriately. With the completion of the disposal of highly concentrated PCB waste at the Matsusaka Plant in the spring of 2020, all disposal of highly concentrated PCB waste in Japan was completed.

# Response to Asbestos

Asbestos has been widely used in building materials and equipment components as a material with excellent heat and fire resistance, insulation, and sound insulation properties. However, the relationship between asbestos and health hazards has been scientifically clarified, and its use is now regulated or prohibited in many countries including Japan. In 2017, our group conducted a reexamination of asbestos use in buildings and other facilities, and confirmed that there was no problem.

We have promptly taken measures such as containment and enclosure for newly identified materials and objects, and are taking appropriate management and treatment measures. In addition, we have prepared a countermeasure guidebook that outlines the proper management of asbestos and precautions to be taken when repairing or removing asbestos, which is used as an educational material.



Asbestos Prevention Guidebook

## Future Issues and Responses

In order to comply with chemical substance regulations, which are becoming stricter year by year, and which differ from country to country and customer to customer, traceability from purchased raw materials to shipped products and emissions is important.

We will expand our current database of purchased raw materials for shipped products and build a database that allows us to collectively manage all shipped products, thereby creating a system that will allow us to quickly switch to new regulations.



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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics



# Environmental Communication

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Environmental Management
- > Responding to Climate Change
- > Responding to Water Risks
- > Contributing to a Resource-Recycling Society
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > [Environmental Communication](#)
- > Environmentally Friendly Products

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



## Basic Approach

The Sumitomo Riko Group promotes environmental conservation activities by exchanging and sharing information not only with its employees but also with all stakeholders, including group companies, business partners, local communities, and governments. Addressing environmental issues such as global warming, air and water pollution, and the loss of biodiversity is not a concern for the Group alone. We also believe it is important to recognize the stakeholders who are affected by the Group's business. For this reason, we place importance on communication with our stakeholders and engage in activities aimed at achieving both a sustainable society and the growth of the Group.

## Environmental Communication within the Sumitomo Riko Group

## Environment Month Activities

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.

- Group-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 Environmental Month
- Display of environmental awareness posters

## Holding of Group-wide Environmental Conference

Sumitomo Riko holds a group-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.



President's Speech



Main Venue

## Environmental Conservation Case Studies and Awards

To raise employee awareness of and motivation for environmental conservation activities, we have established an in-house award system for environmental conservation case studies. In FY2023, we received 65 applications from the entire group and 17 outstanding studies were awarded. We have also created a collection of case studies, which are shared within the Group and with external industry groups to promote environmental conservation activities.





Commemorative photo of Environmental Award winners  
Sumitomo Riko (Komaki Head Office)



Award Ceremony for Grand Prize Winners

## Education and Training on Environmental Conservation

Environmental conservation is fundamental to our business. As part of our comprehensive human resource development program, which systematizes various education and training programs, we are expanding our environment-related training programs to raise awareness of the importance and necessity of environmental conservation and promote proactive action.

Related information [Human Resources Development](#)

### Case Study

## Environmental Lecture

In FY2023, we invited Mr. Takejiro Sueyoshi, chairperson of WWF Japan, to give an environmental lecture, which was attended by 134 people including board members.

The theme of the lecture was "How to overcome the GX competition that has just begun." Mr. Sueyoshi explained the importance and necessity of tackling this issue as a company.



Environmental Lecture



Mr. Sueyoshi of WWF Japan

## Environmental Communication with Group Companies



In order to eliminate environmental risks at group companies in Japan and overseas, the Sumitomo Riko Group regularly visits its bases to share and mutually understand environmental policies and targets, and to check compliance with environmental laws and regulations and the status of environmental conservation management. In FY2023, we audited 8 bases in China (5 onsite and 3 online) and provided advice for improvement.



Environmental audit of overseas bases by the Global Promotion Office

## Environmental Communication with Local Communities

On February 29, 2024, Sumitomo Riko held "the Komaki City Partnership Dialogue on Living in Harmony with Nature" at our Komaki Head Office. The dialogue was to promote collaboration among the city's various sectors involved in symbiosis with nature (companies, government, citizens' groups, universities, etc.) to revitalize its conservation activities.

Related information

[Stakeholder Dialogue](#)

### Examples of External Awards

#### Received Aichi Biodiversity Company Certification

Aichi Prefecture has established the "Aichi Biodiversity Company Certification Program" to promote corporate biodiversity conservation efforts and certify companies that are implementing excellent initiatives. We received the certification in recognition of our efforts to conserve environment and restore nature in neighboring areas related to our business activities, including cleaning up the Oyama River adjacent to our Komaki Head Office and Plant (Komaki City, Aichi Prefecture), trying to eradicate invasive alien species of lanceleaf tickseed, and supporting activities of local organizations through subsidies.



Aichi Biodiversity Certified Company

#### Received the Highest Environmental Rating from Development Bank of Japan, Inc.

Sumitomo Riko Co., Ltd. has been ranked the highest in the DBJ Environmentally Rated Loan Program. In order to realize our management vision "2029 Sumitomo Riko Group Vision (2029V)," we have formulated our environmental target "Environment 2029V" and will contribute to a "decarbonizing society," "resource-recycling society," and "society in harmony with nature," while taking on the challenges of business growth and creation of new value.



# Future Issues and Responses

Sumitomo Riko Group's aspirations for 2050 (the realization of a decarbonized society, a resource-recycling society, and a society in harmony with nature) represent the demands of society and the contributions we must make, which makes it important to listen to the voices of our stakeholders.

In addition to our traditional dialogue within the company and with local residents and government, we will communicate with a wide range of stakeholders by disseminating information on our activities on our website and through direct dialogue. We will strive to make use of this information in the environmental activities of the Sumitomo Riko Group.



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[Access map](#) >

Inquiry

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

Recruitment  
News  
Topics

# Environmentally Friendly Products

Environment (E)

- > Long-Term Environmental Vision and Environment 2029V
- > Environmental Management
- > Responding to Climate Change
- > Responding to Water Risks
- > Contributing to a Resource-Recycling Society
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > Environmental Communication
- > **Environmentally Friendly Products**

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



## Basic Approach

The Sumitomo Riko Group is not only working to reduce the environmental impact of its business activities, but also to resolve social issues through the development of eco-friendly products and technologies that comply with environmental regulations. (CSV: Creating Shared Value)

Most of our products are environmentally friendly, including anti-vibration rubber and sound insulation products, as well as hoses that prevent the volatilization of gasoline and oil. We will also actively develop products that address urgent environmental issues such as climate change, and contribute to the improvement of the global environment.

**BEV Compatible Products (Anti-vibration rubber, hoses, sound insulation products)**



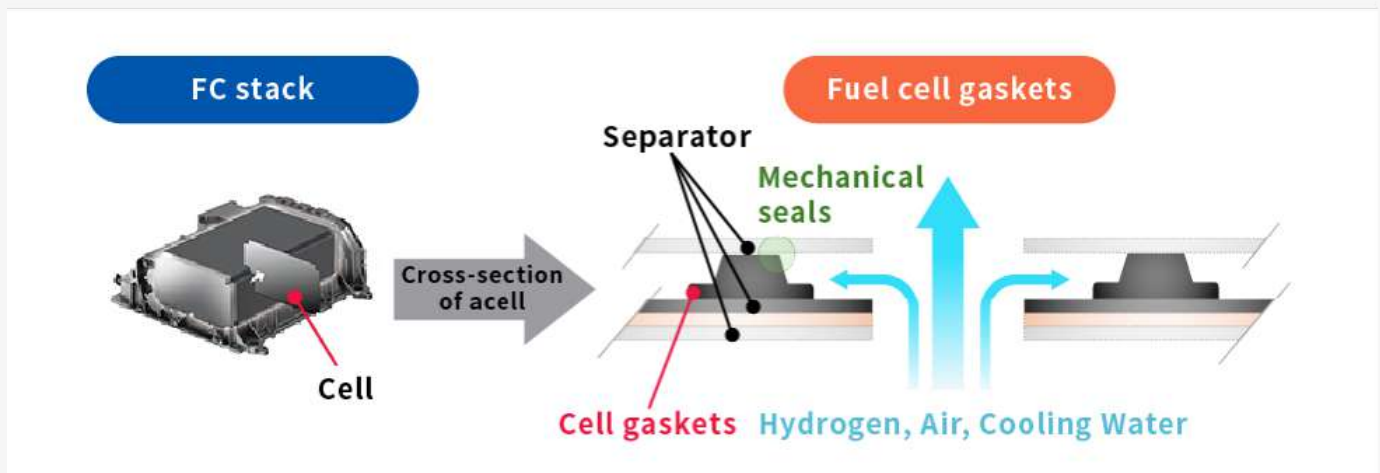


Our BEV-compatible products such as anti-vibration rubber, hoses, and sound insulation products have been adopted for use in the bZ4X (Battery Electric Vehicle: BEV).

Related information [Toyota to use Sumitomo Riko products for its all-new "bZ4X" BEV](#) 

## FCEV Compatible Products (FC stack "Fuel Cell Gasket")

We have developed a rubber sealing component, a "cell gasket," for the fuel cell (FC) stacks used in fuel cell electric vehicles (FCEVs). The development of cells using these gaskets has realized higher performance, smaller and lighter FC stacks, and secured long-term reliability of FC. As a result, these gaskets have been continuously used in Toyota Motor Corporation's FCEV "MIRAI" from the first generation model in 2014 to the new model in 2021. We will contribute to the further spread and development of MIRAI, the ultimate eco-car that uses hydrogen as its energy source and emits only water while driving.



## Non-petroleum-based products (Biohydrin Rubber)

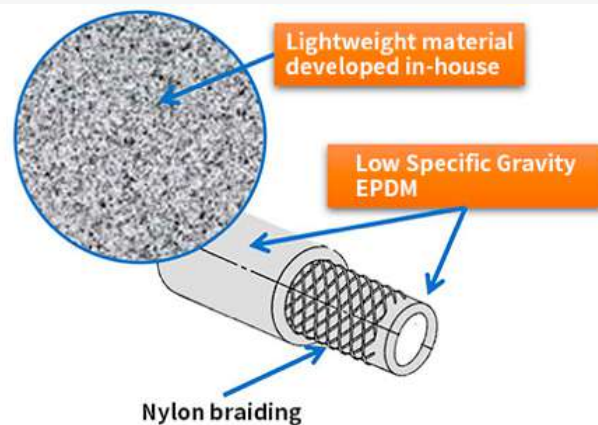
We have developed biohydrin rubber in collaboration with Toyota Motor Corporation and ZEON Corporation. Using plant-based raw materials, it is possible to reduce greenhouse gas emissions by approximately 20% over the life cycle from production to disposal compared to conventional petroleum-based hydrin rubber, while ensuring quality and mass productivity equivalent to those of petroleum-based hydrin rubber.



## Automobile fuel efficiency improvement products (Low Specific Gravity EPDM hose)

Low specific gravity EPDM (ethylene propylene diene monomer rubber) hose was developed to reduce component weight and can be applied to a variety of hoses, including water system hoses such as water bypass hoses and radiator hoses. While its strength, durability, heat resistance, insulation, and other properties are equivalent to those of conventional EPDM hoses, the newly developed compound design with lightweight reinforcing materials has achieved a weight reduction of approximately 20%. By switching to our low specific gravity EPDM, a weight reduction of approximately 1kg\* per vehicle will be possible.

\* According to Sumitomo Riko's own trial results.



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

## Automobile fuel efficiency improvement products (Resin Filler Neck Module)

The filler piping that guides the fuel to the fuel tank has been replaced with resin instead of metal, resulting in a weight reduction of approximately 40% compared to conventional metal hoses. This weight reduction contributes to improved fuel efficiency.

In addition, the resin filler neck module has excellent low fuel permeability (fuel does not easily seep through the resin/rubber piping) and complies with environmental regulations. Furthermore, our unique processing technology has realized a bent shape design that enhances smooth fuel supply, and at the same time, the flexible bellows design assumes vehicle collision, contributing to automobile safety performance.



## Non-VOC products (Photosensitive water-developed flexographic plates)



Flexographic printing is a printing method using a soft rubber printing plates. AquaGreen® is an eco-friendly flexographic plate that can be developed with water (most other companies use solvents). It is friendly not only to the natural environment but also to the working environment, with the added values of high definition, high productivity, and no waste liquid.



## Energy-saving products (High-transparency thermal insulation film)

Refreshine™ is a high-transparency thermal insulation window film that can reduce solar heat inflow and indoor heat outflow. This film is used in railroad cars and buildings because of its effectiveness in reducing the amount of electricity used for air conditioning, thus reducing greenhouse gas emissions. In addition, the automotive window film made with our polymer material technology have not only heat shielding performance but also visibility (transparency) and scratch prevention performance required for in-vehicle applications. The film has been adopted for windshields and side glass.



Refreshine™ film for railroad car and building windows



Automotive window film

Related information

[Highly transparent automotive film that can be used for windshields.](#)



## Thermal insulation material (Thin-film high heat insulation material)

Finesulight® is a thin film material with high thermal insulation properties. We are applying it to manufacturing sites, housing, equipment and products. By installing Finesulight® around heat sources in factories and other facilities, you can improve thermal efficiency and reduce the operating rate of air conditioners, thereby reducing energy consumption such as fuel and electricity and reducing carbon dioxide emissions from business activities. This will help our customers become carbon neutral and contribute to the realization of a decarbonized society.







Aluminum melting furnace before installation (left)/ Finesulight is applied around aluminum melting furnace (right)

Finesulight® received Aichi Invention Award in 2022, sponsored by Aichi Prefecture Institute of Invention and Innovation.



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# Society (S)





Respect for Human Rights



Human Resources Development  
and Job Satisfaction



Health Management Initiatives



Safety and Health



Diversity and Inclusion



Supply Chain



Quality Improvement Initiatives



Social Contribution



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[Access map](#) >

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



# Respect for Human Rights

Society (S)

- > [Respect for Human Rights](#)
- > [Human Resources Development and Job Satisfaction](#)
- > [Health Management Initiatives](#)
- > [Safety and Health](#)
- > [Diversity and Inclusion](#)
- > [Supply Chain](#)
- > [Quality Improvement Initiatives](#)
- > [Social Contribution](#)

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



## Basic Approach to Respect for Human Rights

The Sumitomo Riko Group promotes various measures under the basic spirit of the “Sumitomo Spirit” and the “Sumitomo Riko Group Management Philosophy.”

In order to contribute to the realization of a sustainable society in harmony with society and the Earth, we have included “respect for human rights” as one of the 10 principles in the Sumitomo Riko Group Corporate Action Charter,” and we conduct our business globally while respecting the human rights of all people associated with our group.

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

In July 2022, through the formulation of the “Sumitomo Riko Group Policy on Human Right,” we further clarified our concrete commitment to this policy. We pledge to continue to fulfill our responsibilities by promoting efforts to respect human rights in accordance with international standards throughout the Sumitomo Riko Group.

## 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

Related information

[The Sumitomo Riko Group Policy on Human Rights \(374KB\)](#)



## Specific Initiatives

**Education and training to raise awareness and foster a culture of human rights**

In line with the clarification of our human rights initiatives, we have begun education and training programs in FY2022 to raise awareness of human rights and foster a culture of human rights.

We will continue to steadily promote our efforts to respect human rights and raise awareness.



Human rights training for executives (March 2023)

## Training Achievements

Implementation Period	Subject employees	Training Topics	Lecturers
March 2023	Head office executive officers and above	Business and Human Rights Policy Development	United Nations Development Program (UNDP)
July 2023	Next generation management executives	~Towards sustainable and responsible business practices~	Business and Human Rights Liaison Officer Ms. Akiko Sato, Attorney at Law

## Ongoing implementation of surveys of human rights responses at Group companies in Japan and overseas

Since FY2021, we have continued to conduct surveys on the human rights activities of Group companies in Japan and overseas, utilizing the opportunity of common self-inspection (led by the Internal Audit Department).

In FY2023, we conducted surveys on 20 items under 8 themes, including “child labor” and “forced labor.”

## Participation in Sumitomo Electric Group human rights due diligence project

As a member of the Sumitomo Electric Group, we participate in the Human Rights Due Diligence Project and attend monthly meetings. We promote the exchange of relevant information and opinions with Sumitomo Electric and other companies belonging to the same group and make use of this information in our daily efforts.



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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library

### Sustainability

**Recruitment**  
  
**News**  
  
**Topics**

[Product Catalog](#)

**Research and Development**

[The Power of Materials × CASE](#)

[Our Mission](#)

[Our R&D](#)

[Intellectual Property Rights](#)

[Organization Chart](#)

[Business Locations](#)

[Global Network](#)

[Video/Ad Library](#)

[Manga: Sumitomo Riko's Business](#)

[Stock Information](#)

[Share Accounting Information](#)

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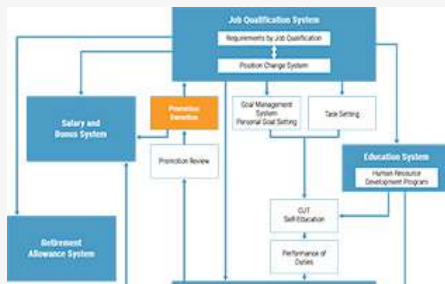
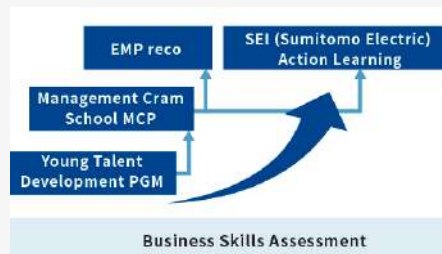
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# Human Resources Development and Job Satisfaction

Society (S)

- > Respect for Human Rights
- > Human Resources Development and Job Satisfaction
- > Health Management Initiatives
- > Safety and Health
- > Diversity and Inclusion
- > Supply Chain
- > Quality Improvement Initiatives
- > Social Contribution


**Personnel and Staffing Systems**

**Human Resources Development**

**Programs and Systems for the Creation of a Comfortable Working Environment**




[Housing Environment](#)

[Electronics](#)

[Healthcare](#)

[Product Catalog](#)

## Research and Development

[The Power of Materials × CASE](#)

[Our Mission](#)

[Our R&D](#)

[Intellectual Property Rights](#)

[Corporate History](#)

[Executive Management](#)

[Management System](#)

[Organization Chart](#)

[Business Locations](#)

[Global Network](#)

[Video/Ad Library](#)

[Manga: Sumitomo Riko's Business](#)

[Financial and Business Results](#)

[Highlights](#)

[IR Library](#)

[Stock Information](#)

[Share Accounting Information](#)

**News**

**Topics**

# Personnel and Staffing Systems

Human Resources Development and Job Satisfaction

[> Personnel and Staffing Systems](#)    [> Human Resources Development](#)  
[> Programs and Systems for the Creation of a Comfortable Working Environment](#)

Customers, Employees



## Approach to Personnel System

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 place emphasis on their experience and capabilities.” The history of new progress 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 efficient communication between supervisors and subordinates.

→ 100% implementation of review and feedback

### ● Ensure transparency of Personnel and Staffing Systems

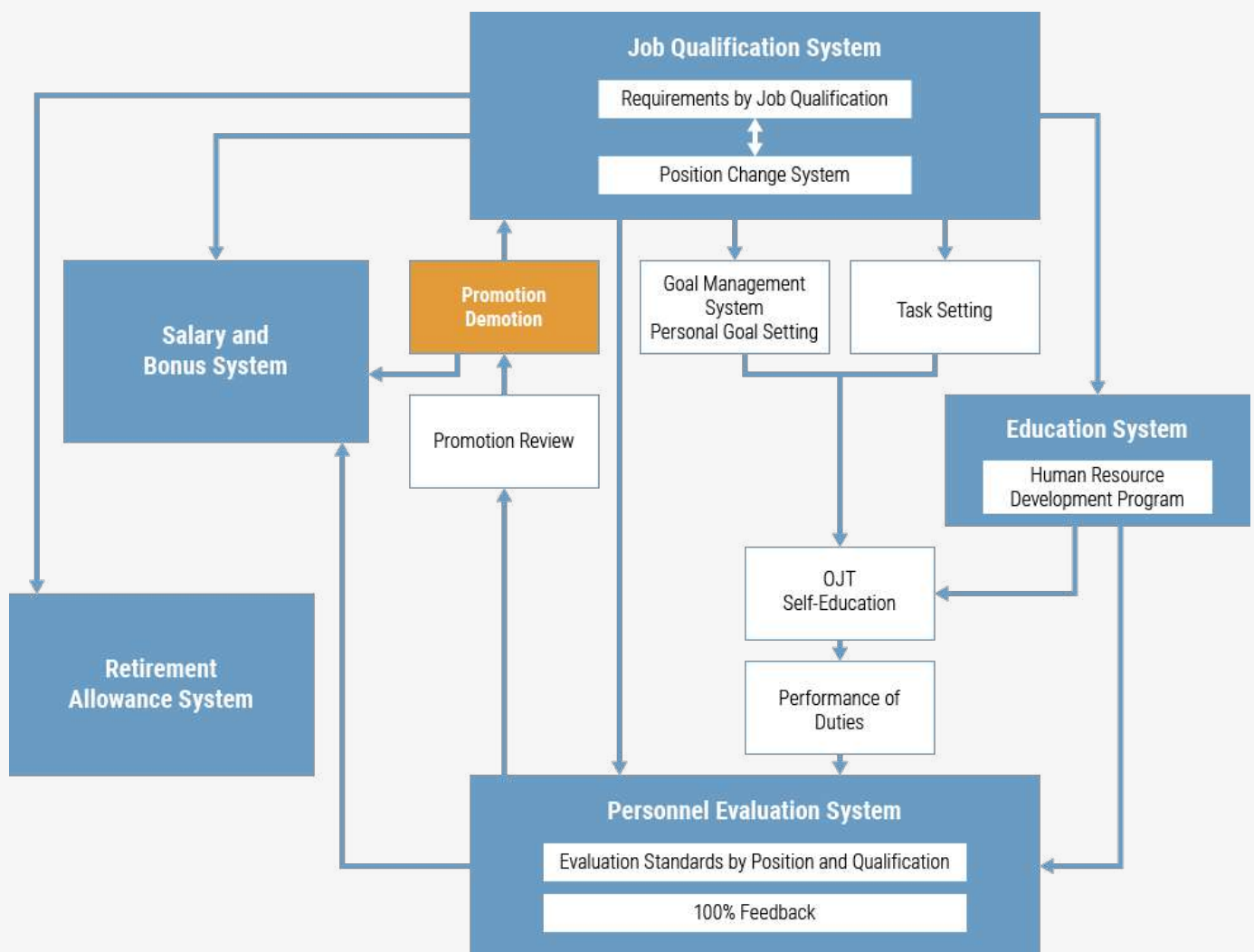
Open up the personnel system, so that supervisors and subordinates can operate it with the same understanding.

→ 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

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Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
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Management Policy  
Financial and Business Results  
Highlights  
IR Library  
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# Human Resources Development

Human Resources Development and Job Satisfaction

- [> Personnel and Staffing Systems](#)
- [> Human Resources Development](#)
- [> Programs and Systems for the Creation of a Comfortable Working Environment](#)

Customers, Employees



## Basic Approach to Human Resource Development

### Our Sumitomo Spirit

The Sumitomo Spirit is the foundation and standard of judgment for all Group employees in all of our business activities. Our Group places the Sumitomo Spirit at the core of its human resource development, and conducts regular training for all employees, including new hires, using the video "Our Sumitomo Spirit" to ensure that the philosophy is widely understood.







Related information

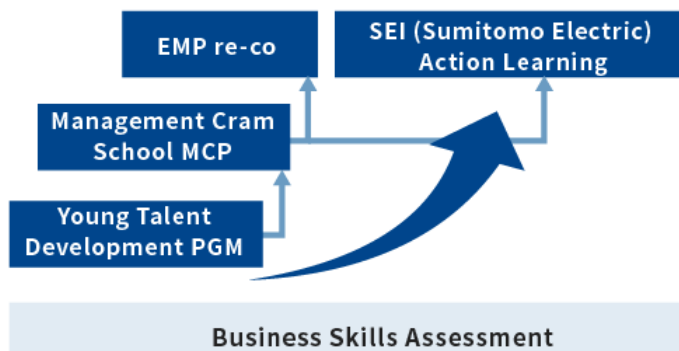
[The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy](#)

## Human Resource Development Policy

Our Group's policy is to "develop self-directed human resources who have high aspirations and are capable of pioneering the future". We have established a company-wide education system consisting of four areas: (1) "selective education" for next-generation executive candidates; (2) "global human resource development"; (3) "specialized education for each department"; and (4) "company-wide common cross-divisional education" to provide a variety of learning opportunities.

### Sumitomo Riko Company-wide Education System Chart

## Selective Education



## Global Human Resource Development



## Specialized Education for each Division

### Each Business Headquarters

Buyer education programs/Succession planning/In-Division education/Newcomer study sessions, etc.

## Group-Wide Cross-Sectional Education

Human Resources Development Department	Training for Promoted Employees / New Position Training / Skill Improvement Training / Factory Manager Training / Training for Newly Appointed Supervisor / Special Training for New Unit Leader / Follow-up Training / Training for New Employees / Training Prior to Overseas Assignment / Training for OJT Trainers / BizScore etc
Human Resources Department	Evaluator training / Appraiser training / Women's Career Advancement Training / Childcare / Nursing Care seminar / Ikubosu training / Lectures on women's activities / Life plan seminar
Legal Department	Competition Law and Anti-Bribery Training / Legal affairs seminar
Information Security Department	IT utilization seminar (IT services) / IT Application Seminars (for Office software) / Information Security
Healthcare Office	Women's health / Health Habits / Mental Health Seminar / Safety education / Women's Health Seminar / Physical Health Seminar
MONOZUKURI Support Office	Lecture on replenishment production and tact time after TPS training / TPS training course on process flow / KKP (Manufacturing foundation enhancement program) Training / F-Training*1 / Monozukuri Juku Application Training / Monozukuri Juku Application Training II Practical Course / Monozukuri Juku Basic Training etc
TQM Promotion Department	Re-do Zero training*2 / Visualization training / SQC method-specific seminars / Data Expert Training Course / QC Certification Level 2 Course etc
Safety and Health Department	Safety and Health Training / Safety and health legal training

### E-learning (SD education and GCK)

Management / Innovation / Policy / Issue solving / IT education  
Business management / Monozukuri / Compliance / Business skills

### S.E.C.Q.\*3 Education

### The Sumitomo Spirit

\*1 F-Training : Abbreviation for "Foreman Training," a proprietary training system that has been in place since 1976. It is one of the sources of the manufacturing culture of the Sumitomo Riko Group, in which employees learn problem-solving skills and practical skills for improvement by leaving their workplaces for a certain period of time to work on practical improvement themes.

\*2 Re-do Zero Training : To acquire a mindset and problem-solving techniques that emphasize "setup" to improve operational

quality and efficiency.  
\*3 S.E.C.Q. Training: To acquire expertise in S (safety), E (environment), C (compliance), and Q (quality).

# Key Activities for FY2023

## Next Generation Executive Candidate Program

The "Management School" program for next-generation executive candidates, which has been implemented for the past eight terms and has produced more than 100 graduates, has been renewed and the new "Management School Mirai Create Program" (abbreviated name: Management School MCP) has been kicked off.

The Management School MCP has been working on "management literacy," "leadership," and "big-picture thinking (culture)" for about a year. The program is designed to develop candidates for the "Sumitomo Riko Executive Management Program re-co (abbreviated name: EMP re-co)," a program for management candidates, by providing them with the skills to become candidates for next-generation executives.

In addition, the "Young Human Resources Development Program" was also newly established in FY2023 for the purpose of developing future management school MCP candidates, and selected members learned about management strategy, marketing, and other topics.



MCP Kicks Off

## Human Capital Activities KPI (2025P) In the Human Resource Development items Progress (1) "Strengthen Management Education"

Focus Area	Indicators	Actual Results (FY2023)	Target (2023-2025 cumulative)
Strengthening management education	Number of participants in executive training (EMP re-co/management school MCP/young talent development Program)	31 persons	100 persons

Related information [2029 Sumitomo Riko Group Vision](#)

## DX Human Resources Development

For the purpose of promoting DX throughout the company, we regularly hold in-house study sessions hosted by the "DX Promotion Project," which is composed of selected employees and voluntary employees. The study sessions, which began in May 2022, have been held 87 times to date, with a total of approximately 8,000 participants. At the study sessions, participants learn about the thinking and knowledge required for DX promotion, share best practices in digital utilization, and discuss the future of the company.

In addition, to raise the level of basic IT knowledge throughout the company, approximately 80 video contents were released to all the group companies as a measure to broaden the base of learning (e.g., basic understanding of DX, introduction to machine learning, AI learning, data science courses, etc.). In addition, 16 videos were made available as support services by the Information System Division for the fusion of manufacturing and IT. This has enabled us to promote initiatives such as support for the introduction of visual inspection systems using image processing, so that basic IT education and DX promotion at the shop floor level will lead to actual improvements at the factories as well.

Through the development of these DX human resources, we will promote activities to achieve our group-wide goals of "200 DX core human resources" and "700 DX data analysis human resources" by FY2025.

**Human Capital Activities KPI (2025P) In the Human Resource Development Items Progress (2)**  
**"Strengthen DX Human Resources Development"**

Focus Area	Indicators	Actual Results (FY2023)	Target (2023-2025 cumulative)
DX Human Resources Development	DX Core Human Resources	Start of training in FY2024	200 persons
	DX Data Analytics Human Resources	Start of training in FY2024	700 persons

Related information [2029 Sumitomo Riko Group Vision](#)

**Global Human Resources Development**

In addition to the launch of a new online training program for base managers, we have revised our language lessons to eliminate the language barrier, which is one of the major concerns of expatriates. Through counseling by a full-time instructor, participants can now choose from several programs that match their level and concerns. In addition to conventional English conversation lessons, English coaching was implemented to strengthen English language skills in a short period of time before the new assignment, resulting in a significant improvement in TOEIC scores. Those who have been assigned to new posts have also commented that they were able to learn English efficiently and that they would like to continue with the program now that they know how to learn what they need to know.

Also, on a trial basis, managers from overseas offices came to Japan to participate in the SEI University (Global Leadership Development Program: GLP) at Sumitomo Electric Industries, our parent company. In the leadership workshop, the participants learned about the mindset of a global leader and the important roles expected of leaders, and at the final presentation meeting, they reported their specific action plans to senior management together with their teammates. After returning to their overseas offices, they are expected to exercise leadership from a global perspective.

**Enhanced training by level**

**Key Personnel**

For key personnel, we created a new education system and promoted the provision of educational opportunities with the aim of developing leaders who can lead the organization while transforming themselves in a rapidly changing business environment. The training program included lectures focusing on mindset. The content was designed to promote understanding of the environment surrounding the company and their role in responding to that environment. The program also sought to improve engagement by providing opportunities for dialogue with top management and discussion among participants.

This new educational program helped participants strongly recognize the need for self-transformation and fostered their awareness that they must continue to learn and grow together with their peers.

**Career-track Personnel**

For career-track employees, we provide education aimed at improving "communication skills" and "problem-solving skills" based on "logical thinking". By learning how to discover problems and derive solutions, which are newly required after promotion, how to communicate with team members and external stakeholders, and how to think about what a leader should be, the program aims to broaden the scope of work and improve the quality of results.

In addition, for young employees up to their third year with the company, we have introduced content that allows them to autonomously and continuously learn the languages (Japanese and English), IT literacy, and financial knowledge that are essential for businesspeople. Furthermore, we visualize the degree of growth through TOEIC and business assessment tests, and furthermore, we support the acquisition of related qualifications together in the workplace.

In addition, the OJT system, which aims to develop employees into full-fledged professionals within three years of joining the company, introduces learning videos for trainers. We are also expanding education on the part of trainers in the workplace to promote the growth of young employees.

## Clerical Personnel

For clerical employees, we have systematized the theme of "carving out a career on your own" to support autonomous career development. The new education system includes not only training for promoted employees but also newly introduced training by age group. In the age-specific training, career training for younger employees was strengthened, and members who joined the company at the same time presented their achievements and goals, sharing a specific vision of what they would like to be. At the presentation meeting, participants renewed their determination to show even greater growth in the coming year.

In FY2023, we also established the "Doubling Opportunities to Learn Plan" and introduced an educational program utilizing large-scale public online courses. As a result, the number of participants doubled from FY2022, up by 66, and 1/3 of all clerical staff took the training. Participants can choose from approximately 80 educational contents, focusing on technical skills such as position-specific and conceptual skills, and can study anytime and anywhere to meet their own needs. Students have commented that they were able to study in their spare time and balance it with their work, and that they appreciated the opportunity to learn about fields in which they are interested and content that is useful for their work. The program not only increased educational opportunities for clerical staff, which had been lacking in the past, but also contributed to improving their engagement in the company.

## Technical Personnel

For technical (skilled) employees, with the goal of "providing continuous or detailed educational opportunities for enrolled workers," we provided education on knowledge required at each level and career planning with an eye toward the future.

The training was based on a face-to-face format, providing an opportunity to meet directly with people from other workplaces to create active communication and horizontal connections.

We also focused on training candidates for supervisory positions, which are key personnel at production sites. We have initiated training programs for pre-supervisory group leaders and for candidates for supervisory positions and conducted group-work training to teach the skills required for supervisory positions, such as expectations for the role of workplace leader, mental preparedness, communication skills, and organizational activation. As one of the measures to solve the shortage of qualified personnel, we will continue to enhance this training in cooperation with related departments.

In addition, follow-up training is provided to newly appointed managers on topics such as how to communicate well with subordinates, how to manage organizational policies, and how to solve problems. We have created an environment in which employees can learn regularly from before to after their appointment.

Related information

[Social Performance Data](#)



Global Headquarters

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Management System  
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IR Library  
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# Programs and Systems for the Creation of a Comfortable Working Environment

Human Resources Development and Job Satisfaction

[> Personnel and Staffing Systems](#) | [> Human Resources Development](#)  
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Customers, Employees



## 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, but they are also very extensive, taking into consideration the diverse circumstances of our employees today.



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

- "Career advancement leave" for the purpose of career advancement such as studying abroad
- "Volunteer leave and leave of absence" for volunteer activities
- "Job return system" for those who left the company once to rejoin the company (2017~)
- "Telecommuting system" that anyone can use if it does not interfere with work (2020~)
- "Flextime system" with no core hours (2020~)
- Spousal leave system to live together with a spouse who stays abroad for a certain period of time (2020~)

#### [Childcare / Nursing Care]

- Spousal Maternity Leave System, Childcare Incentive Leave System, and establishment of On-Site Daycare Centers (2009~)
- Expansion of telecommuting and short-time working systems (2017~)
- Short-time flextime system (2018~)

## Outline of Childcare and Nursing Care Support Systems

### Support for Childcare

Program	Outline
<b>On-site Daycare Center</b>	Koala Pokke, located on site at the Komaki Plant, accepts children ranging from infants to those who are not yet in 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.
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day. In fiscal 2022, availability of this scheme was expanded from children under 3 years of age to the period until the day before the child enters sixth grade at elementary school. Flextime was also introduced the same year.
<b>Flextime for childcare</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.
<b>Child Nursing 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.
<b>Childcare incentive leave</b>	Employees with a child under 1 year of age can take up to 5 successive business days off.

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

Program	Outline
<b>Nursing Care Leave</b>	Up to 365 days nursing care leave can be taken per event.
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day.
<b>Short-term nursing care leave</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)
<b>Nursing Care Flextime</b>	Employees can set their own start and finish times at their will. The application of the system can be flexibly changed every month.

# Good Labor-Management Relations

At Sumitomo Riko, all employees except key personnel and contract employees are members of the labor union. Sumitomo Riko concluded "labor-management declaration" between the company and the labor union in 1987. 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 improving various systems and treatment. In the event of a business restructuring or other situation, we take sufficient time to explain and discuss the situation. As counterparts to each other, labor and management will continue to respect each other in order to respond to various values and rapidly changing social conditions and to promote the prompt absorption of opinions, their response, and their reflection in various systems.

[Related information](#) [Social Performance Data](#)

## Toward Increased Job Satisfaction and Engagement

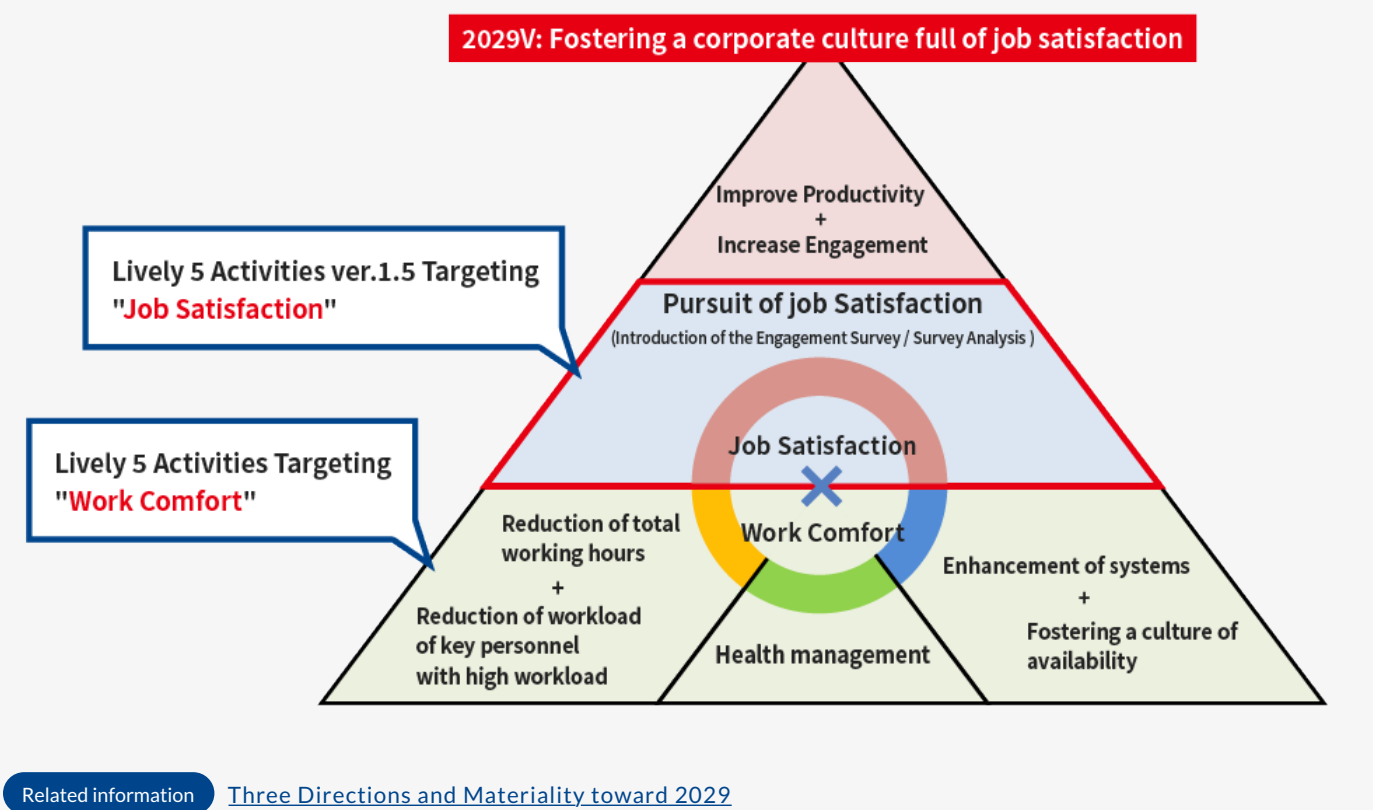
Sumitomo Riko is promoting the "Iki-Iki (Lively) 5 Activities" to "foster a corporate culture full of job satisfaction" in the 2029 Sumitomo Riko Group Vision (2029V).

In April 2017, we launched the "Lively 5 Activities" as a company-wide campaign to reform the way we work, and have made progress in introducing various systems such as telecommuting, coreless flex work, interworking interval, and regular workdays. Total working hours have also been decreasing year by year, down more than 6% compared to FY2017, when the "Lively 5 Activities" were launched. (2,120 hours in FY2017 ⇒ 1,980 hours in FY2023)

From FY2023, we are updating our activities to "Lively 5 Activities ver.1.5" in order to focus on efforts to improve "Job Satisfaction" in addition to "Work Comfort."

The "Lively and Active 5 Activities ver. 1.5" are designed to address the following three points to improve work comfort: (1) reducing long working hours and total working hours of managers and supervisors; (2) enhancing systems and fostering a corporate culture that encourages employees to use them; and (3) promoting health management. To improve job satisfaction, we are focusing on activities such as (1) introduction and use of engagement surveys and (2) promotion of SMART Managers (Sumitomo Riko's version of "Ikuboss").

Through these efforts, we aim to create a corporate culture full of job satisfaction by realizing "Work Comfort" x "Job Satisfaction" = "Improvement of Engagement and Labor Productivity".



[Related information](#) [Three Directions and Materiality toward 2029](#)



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Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

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IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
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### Recruitment

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# Health Management Initiatives

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## Health Management Initiatives

We believe that 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

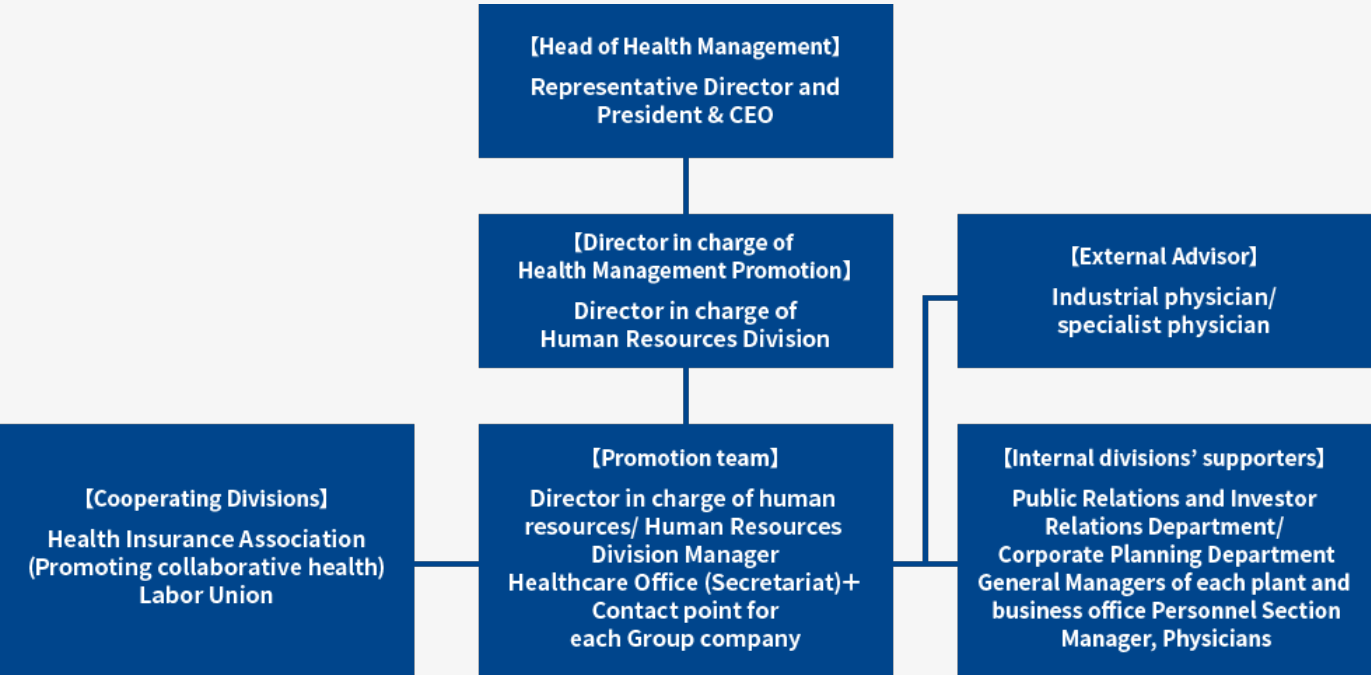
The Sumitomo Riko Group places importance on managing the health of our employees and promotes initiatives to achieve the "Health and Productivity Management."

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, whose employees are healthy and energetic."



## Promotion Structure

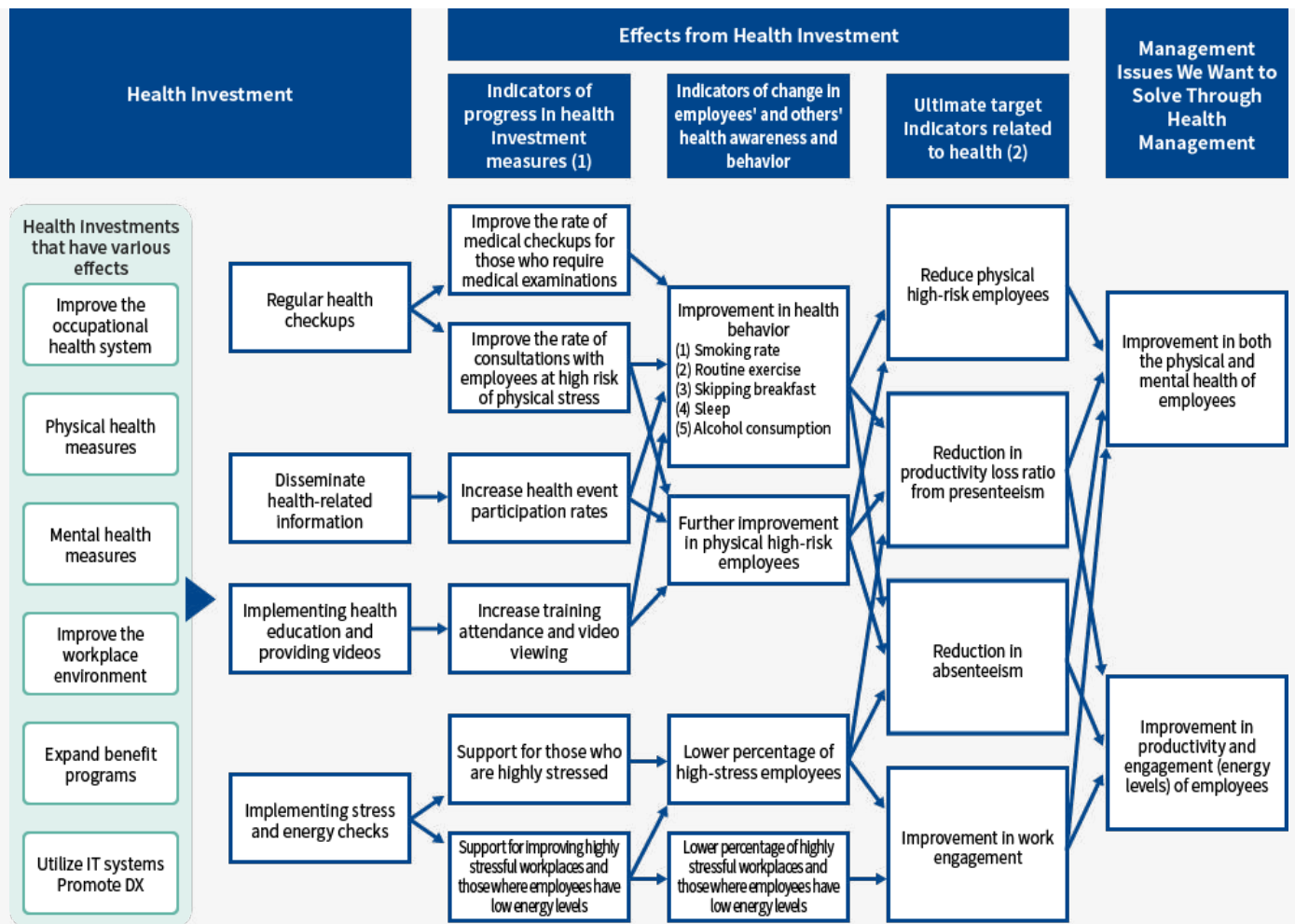
The top management is responsible for health management, and related divisions work together to promote health management as a group-wide activity.



## Strategy Map

We aim to improve the physical and mental health of our employees and increase their productivity and engagement through health investment.





## Health KPI's

We will lead to further corporate growth through health promotion efforts and improvement of employee health literacy.

Indicators		Item	Targets for FY2025
<b>① Outcome Indicators</b> Final target indicators related to employee health status, productivity, etc.	Productivity and organizational vitality	Presenteeism <sup>*1</sup>	80%
		Absenteeism -Rate of days lost from work due to illness (overall) <sup>*2</sup>	0.45
		Absenteeism -Rate of days lost from work due to illness (for mental health reasons) <sup>*2</sup>	0.27
		Percentage of those who took leave due to mental illness (for one month or longer)	Less than 1%
		Work engagement <sup>*3</sup>	2.5
		Percentage of high-stress workplaces (overall health risk 120 or more)	Less than 2%
		Percentage of high-stress workplaces (overall health risk 150 or more)	0%
	Health Status	Percentage of employees maintaining an appropriate weight (BMI 18.5–24.9)	70.0%
		Percentage of those who are at risk of hypertension (systolic blood pressure of 160mmHg or higher)	2.0%

		Percentage of those who are at risk of hyperglycemia (fasting blood sugar of 200 or more or HbA1c of 8.0 or more)	0.5%
		Percentage of those who are at risk of low liver function (AST or ALT of 100 or more)	1%
<b>②Performance Indicators</b> Indicators of employees' daily awareness and actions	<b>Health-related behavior</b>	Percentage of those who smoke	Less than 20%
		Routine exercise (percentage of those who exercise twice a week and for at least 30 minutes or more each time)	30% or more
		Skipping breakfast (percentage of those who skip breakfast less than three times a week)	80%
		Sleep (percentage of those who get enough sleep)	70%
		Alcohol consumption (percentage of those who drink less than 1 standard drink per day)	70%
		Those to whom three or more of the five items above apply <sup>*5</sup>	75%
		Those to whom four or more of the five items above apply	40%
		Those to whom five of the five items above apply	8%
<b>③Output indicators</b> Indicators of employees' efforts in response to measures	<b>Primary prevention</b>	Percentage of registrations for the health promotion apps (Pep Up)	45%
		Number of participants in training on health improvement	3000 or more people
		Rate of participation in walking events	20%
		Response rate of stress checks	95%
	<b>Secondary prevention</b>	Rate of regular health checkups gotten	100%
		Rate of colorectal cancer screening tests taken	85%
		Examination rate for those who need retesting	80%
		Rate of employees receiving health guidance	80%

\*1 Presenteeism...Measured by SPQ (University of Tokyo 1-item version) FY2024 results: 77.4% (survey started in FY2024)

\*2 Absenteeism...Rate of days away from work due to illness [%]=Number of days away from work due to illness [days]/(Average number of employees [persons] x Prescribed working days [days])

\*3 Work engagement...Calculated as the average of two items related to pride and vitality at work on a 4-point scale.

\*4 Presenteeism and work engagement...3,871 persons measured, response rate 97.3% (FY2024)

Absenteeism...3,915 persons measured, 100% response rate (FY2023)

\*5 Number of items that cleared the following: no smoking, exercise habit, no breakfast missing, rested by sleep, and appropriate drinking habit.

Related Information [Social Performance Data](#)

## Initiatives for Three Priority Measures

### (1) Health Improvement Activities

To promote safety measures, a healthy body, and exercise habits, we conduct radio exercises and health-building exercises with the participation of all employees at the start of each workday. In particular, in order to increase the percentage of employees with exercise habits, a health point system was introduced in FY2020 in cooperation with the health insurance union to raise employees' health awareness. In addition to health education and training for all employees, we also conduct workplace training tailored to the needs of each workplace, such as plogging activities (a fitness program combining trash pickup and jogging) and physical fitness tests. These activities have earned the Company certification as a "Sports Yell Company 2024".



Health Building Exercise

Health Point Event (Walking, quiz, etc. held throughout the year)



Workplace training: Physical fitness measurement

## (2) Mental Health Measures

We provide comprehensive mental health measures such as in-house training related to mental health, like listening training to improve listening skills and anger management training to control anger, individual counseling by psychiatrists and outside counselors, early response to employees with mental health problems by our occupational health staff, and reinstatement and recurrence prevention measures using our original return-to-work support program.

In addition, our company implements self-care measures to take care of our own stress by utilizing stress checks and line-care measures to understand and improve the daily workplace environment. To improve the workplace, we also provide education and training for managers and supervisors throughout the company and support for workplace improvement for departments with problems.



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 order for women to work with vitality, we hold "Women's Seminars" on themes such as measures against cancer and menopausal disorders



specific to women, etc. We are promoting awareness of women's health to our employees, not only among our female employees but also among those in higher positions and our male employees. A total of 96.9% of our 673 key personnel have taken an e-learning course this year. We also distribute training materials on how to deal with alcohol and summary of health check-up results, give health lectures at life planning seminars for employees aged 55-59, and provide health guidance by public health nurses and nurses to employees approaching retirement age.



Life planning seminar for 55~59-year-old employees



Smart Club Case Study



Results of health checkups

Prevention of passive smoking and quit-smoking measures

We have decided to implement a total smoking ban on our premises starting in April 2026 and are proceeding with a phased smoking ban. The aim is to prevent health hazards to employees caused by smoking and labor losses due to decreased productivity. In cooperation with the Sumitomo Riko Health Insurance Association, we will also strengthen our anti-smoking support activities for smokers in the future.

全社通知事項

マネジメントニュース

第1157号  
2024年3月22日  
人事総務部・生産環境本部

敷地内全面禁煙化のお知らせ

敷地の内、健康経営の推進方に基づき当社グループで働く皆さまの「健康増進」及び「労働時間短縮」を目的として、これより2年後の2026年4月より敷地内全面禁煙化を実施する旨に「敷地内全面禁煙化」を推進する事と決定いたしました。対象範囲は当社従業員だけでなく構内各社、各拠点に本社と関係する協力会社の方々となります。皆さまが、より健康でいきいきと働くことができる環境、風土づくりに向けて政府府に連携してまいります。ご理解、ご協力をお願い申し上げます。

敷地内禁煙化は、第一に従業員の皆さまの健康を中核とし、受動喫煙への健康影響を防ぐこと、また中長期的には健康経営の考え方から企業価値の向上にも繋がるものと考えています。禁煙化で健康な職場環境づくりから、さらに踏み進められ、社会と調和する住友環境づくりを目指します。

たばこは身体に悪影響を及ぼすだけでなく、たばこの煙は周囲の人にも健康被害を与えます。煙のない職場環境が、全従業員およびご関係者の皆さまの健康に繋がります。

【敷地内禁煙化の推進計画】

●禁煙区域あり、約1100名（約75%）の2024年度禁煙化

●禁煙区域あり、約200名（約15%）の2025年度禁煙化

●敷地内全面禁煙化（2026年4月～）

●禁煙区域あり、約1100名（約75%）の2024年度禁煙化

●禁煙区域あり、約200名（約15%）の2025年度禁煙化

●敷地内全面禁煙化（2026年4月～）

【スケジュール】禁煙化の実施に関する詳細は、改めてご通知させていただきます。

時期	2023	2024	2025	2026
中核事業	-	禁煙デー（1回/月） 5/31～6/2	禁煙デー（1回/月） 5/31～6/2	敷地内全面禁煙
協賛	禁煙デー（1回/月） 5/31～6/2	1回/月	敷地内全面禁煙	
他			所屬社に準ずる（就業時間内は禁煙）	

Management News

5/31は世界禁煙デー

5/31～6/6は「禁煙週間」です

新型コロナウイルス感染症では、喫煙者は非喫煙者に比べ、重症化する可能性が高いです。また、近年たばこの栽培・生産や吸い殻が、環境に与える影響も懸念されています。ご自身やまわりの人の健康のため、持続可能な社会を目指すためにも禁煙にチャレンジしてみませんか？

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

吸いたくなった時のピークは、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てみましょう！

禁煙のコツ③ アプリや禁煙仲間などサポーターを作る

禁煙を一人で実践するのはなかなか難しいものです。サポーターから応援してもらい、乗り越えましょう！

禁煙のメリット

禁煙SWAN

禁煙ウォッチ

禁煙効果のステータスがパーセント表示で一目瞭然！卒煙のアドバイスで、スムーズに卒煙できる！

禁煙ウォッチ

禁煙時間や節約金額、延びた寿命がわかります！

禁煙ウォッチ

禁煙効果のステータスがパーセント表示で一目瞭然！卒煙のアドバイスで、スムーズに卒煙できる！

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

本日 敷地内 全面禁煙

NO SMOKING DAY

本日 7:00 ～ 翌日 7:00

・駐車場も敷地内のため禁煙区域（車内含む）

・勤務時間内（休憩時間を含む）に無許可外出を禁ずる喫煙は禁止

★就業時間外を含め、会社近隣での喫煙マナー遵守をお願いします★

今日は煙慮（えんりょ）デー

禁煙推進部会

Poster announcing No Smoking Day

Cooperation with Group Companies and Training Support for Internal Partner Companies

We are strengthening our group occupational health activities to promote the health of employees of group companies and expatriates. We hold regular “Group Occupational Health Liaison Meetings” with the occupational health contact points of each domestic company to communicate and exchange opinions on policies and health measures. Based on the issues and requests of each company, we are working to promote health as a group by developing a health point system, health training programs, health news, and other measures. We also provide training support to our onsite construction subcontractors, including training on heat stroke. We will continue to improve our industrial health functions in cooperation with group companies.



Training for onsite partner companies

## Communicating Health Promotion Initiatives and Achievements of the Sumitomo Riko Group to beyond our group

At national industrial safety and health conventions and other events, we present the results of our efforts to maintain and promote the health of our employees, including our original return-to-work program using objective indicators for employees with mental disorders, workplace improvement activities using stress checks, and measures to ban passive smoking.

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 Union are working together in a collaborative health program to effectively and efficiently promote the health of employees and their families.

In addition, the company, Labor union, and Health Insurance Union 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.



Health lectures at labor union-sponsored events

## “A Place Opened for Well-being” Making use of our Health Support Center

We renovated and upgraded our Health Support Center in August of 2024 as an investment in our employees' health. We will utilize it as a "Place Opened for Well-being," to help fix health issues more quickly and promote better health management, as well as help us achieve the following:

- 1.Having a place where employees can have consultation with peace of mind and refresh themselves
- 2.Having a place where anyone can experience what healthy behaviors are by themselves
- 3.Having a place where people can get together and connect as a community.



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### Products

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Healthcare  
Product Catalog

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information

### Sustainability

Recruitment  
News  
Topics



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Our R&D  
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Business Locations

Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

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# Safety and Health

Society (S)

- › Respect for Human Rights
- › Human Resources Development and Job Satisfaction
- › Health Management Initiatives
- › [Safety and Health](#)
- › Diversity and Inclusion
- › Supply Chain
- › Quality Improvement Initiatives
- › Social Contribution

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

[Commitment](#)

## Message from the Officer in Charge



## With safety as our motto, we practice Safety and Health Activities that earn the trust of all!

The Sumitomo Riko Group promotes risk reduction by implementing a cycle of standardization, implementation, inspection, and continuous improvement to ensure the safety, security, and health of all employees, so that all workers can feel safe and secure from the moment they leave home until they arrive. I take the lead in safety behavior and communicate directly with employees on the job site. We will continue to share and deploy examples of good prevention activities, identify problems at accident sites, prevent recurrence, and work together to maintain and improve the effectiveness of these activities. In order to develop human resources capable of risk management, we will upgrade our current awareness, training, and audits at each of the Group's bases around the world, and promote them both remotely and onsite. 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 the safety and health of the Sumitomo Riko Group, aiming for zero accidents. Please keep safe!



Shinichi Waku  
Director and Senior Managing Executive  
Officer

## Safety and Health Management

Based on the de facto standards that the Sumitomo Riko Group has 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.



## 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 occupational 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 occupational 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



### Worker Involvement

In addition to each of our activities, employees participate in decision-making at various Safety and Health conference bodies and committees at each of our bases as well as Safety and Health Patrol. They absorb the opinions of workers onsite and use them to make improvements.

## Safety and Health Activities Guidelines

## Policy

We are further strengthening our global safety activities to achieve "Zero Accidents." We cannot achieve the goal of "Zero Accidents" without both safe personnel and facilities. We are building a culture of safety to make each and every employee autonomous so that they can always be aware of safety and act accordingly.

## Group-wide activities

Creating a Safe Organization	Creating a Safe Workplace
<ul style="list-style-type: none"><li>* Discover and improve unsafe acts and unsafe conditions through workplace safety patrols</li><li>* Improving procedures for safer work through work observation</li><li>* Pursuit of the root causes of accidents, implementation of countermeasure rollout and its continuation</li></ul>	<ul style="list-style-type: none"><li>* Eliminate unsafe conditions by sorting and setting, "Seiri" &amp; "Seiton" (organization and tidying up)</li><li>* Preventing contact between forklift trucks and people by separating pedestrians and vehicles</li><li>* Eliminate ignition sources and combustible materials through machine inspection, maintenance and cleaning</li><li>* Management of workplace environment such as chemical substances, heat and noise</li></ul>
Creating Safe People	Traffic safety
<ul style="list-style-type: none"><li>* Improving employees' safety awareness and knowledge through safety dialogue</li><li>* Education to prevent unsafe behavior in each business unit</li><li>* Establishment, implementation, and auditing of GSS (Global Safety Standards)</li><li>* Conduct hazard prediction training to improve each worker's sensitivity to hazards</li><li>* For handling abnormalities, appoint a person to deal with problems and educate and training the person</li></ul>	<ul style="list-style-type: none"><li>* Conduct accident analysis at the site, and notify all employees of the occurrence status and alert them</li><li>* Inform employees about hazardous areas</li><li>* Roll out traffic safety information and notices, and provide necessary traffic safety instruction</li><li>* Compliance with traffic manners and rules</li></ul>



Safety Convention



President and CEO's Safety Dialogue



Safety patrols by an officer in charge of safety and health



← VRを使った交通安全教育

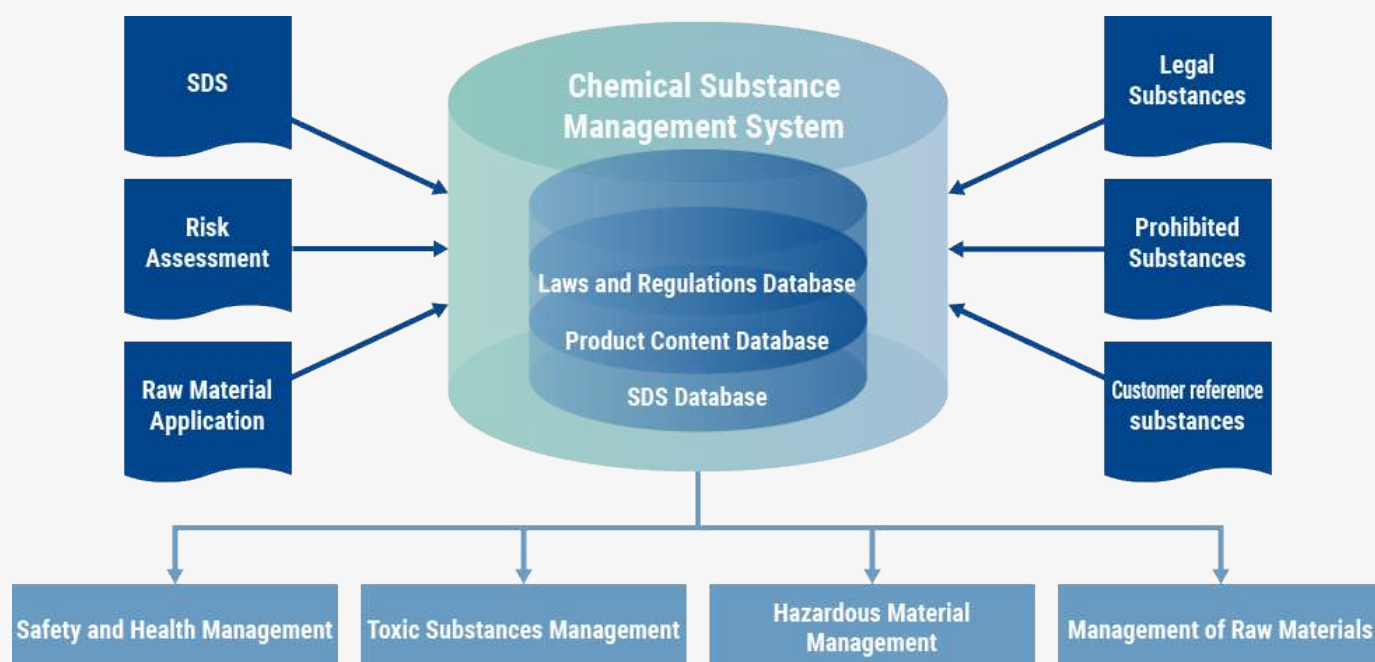
防火教育動画 →



Fire prevention and traffic safety education

## Chemical Substance Management

We have introduced a chemical substance management system to centrally manage chemical substances handled in the company, including SDS management, applicable laws and regulations, chemical substance risk assessment, and searches for banned substances in products. Thus, we have an environment that enables employees to smoothly implement chemical substance management.



### Chemical Substance Management Education



We published guidebooks for the safe handling of chemical substances to improve the knowledge of our employees.

- Basic knowledge section: Improvement of knowledge of all employees
- Laws and regulations section: Improvement of legal expertise of chemical substance managers and practitioners (Commentaries on laws and regulations of the Industrial Safety and Health Act, Poisonous and Deleterious Substances Control Act, and Fire Service Act)



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Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

[Recruitment](#)

[News](#)

[Topics](#)

# Diversity and Inclusion

Society (S)

- [> Respect for Human Rights](#)
- [> Human Resources Development and Job Satisfaction](#)
- [> Health Management Initiatives](#)
- [> Safety and Health](#)
- [> Diversity and Inclusion](#)
- [> Supply Chain](#)
- [> Quality Improvement Initiatives](#)
- [> Social Contribution](#)



Diversity Management



Initiatives to Promote D&amp;I



Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR Library  
Stock Information  
Share Accounting Information

**Topics**

---

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# Diversity Management

[Diversity and Inclusion](#)[> Diversity Management](#)[> Initiatives to Promote D&I](#)[Employees](#)[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." We recognize 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. Since then, the Diversity Promotion Section and the D&I Group of the Planning Section have been reorganized to promote activities from a company-wide, group-wide, and global perspective, while keeping a close eye on social trends, and gathering the opinions of employees. We will continue to accelerate our efforts to create a workplace and corporate culture in which each and every employee, regardless of race, ethnicity, nationality, religion, age, educational background, gender, gender identity, sexual orientation, or disability, is respected and can play an active role on the world stage with fulfillment, in order to promote D&I aggressively. We hope that all of our stakeholders will understand our efforts regarding human resources and D&I, and we look forward to your continued support in the future.



Hideo Yamane  
Director and Senior Managing Executive  
Officer

## Approach to Diversity Management

The Sumitomo Riko Group Management Philosophy proclaims, "We will foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality." The Group engages in 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. As a symbol of Sumitomo Riko's active engagement in diversity, this logo expresses our determination to unite in the creation of things of value through connections between people and links between diverse individuality.

## D&I Promotion Structure

At Sumitomo Riko, the Human Resources Department Planning Section D&I Group takes the lead in establishing specific systems and improving the internal environment in cooperation and collaboration with the CSR Promotion Office and the Human Resources Development Department.

# Medium-term Vision, Achievements, and Challenges Related to D&I

## Mid-term vision

Sumitomo Riko has set the following goals in the 2029 Sumitomo Riko Group Vision (2029V), targeting "Providing training opportunities to promote individual growth and fostering a corporate culture full of job satisfaction."

- Goals for 2029 (Public Value and Corporate Value)**
- 1.Engagement: By increasing empathy for the management philosophy and vision, build an autonomous relationship between employees and the company, where employees choose the company and are chosen by the company.
  - 2.D&I: Ensure that a diverse workforce can work with confidence and continue to create new value.

Related Information [2029 Sumitomo Riko Group Vision](#)

## Priority Action Items and Results for FY2023 and Challenges for FY2024

Themes	FY 2023 Priority Action Item	Achievements		FY 2024 Priority Action Item
Promotion of diverse human resource's activities	30% female employment rate	23.0% (March 2024)		Continue to maintain 30% female employment rate
	Promotion of employment of persons with disabilities (Statutory employment rate: 2.30%)	<ul style="list-style-type: none"> <li>• 2.81% (March 2024, 3 special subsidiaries applied) Target achieved</li> <li>• Continued to accept 5 employees on secondment from the special subsidiary "SumiRiko Joyful Company Limited"</li> </ul>		Promotion of employment of persons with disabilities (2.5% of the legally mandated employment rate)
Work Style Reform	Identification and analysis of actual conditions for a good working environment	Questionnaires and roundtable discussions were held for young employees under 30 years old to gather opinions on job satisfaction, balancing work and childcare, and promotion and advancement of women. *Survey: 524 participants Roundtable discussion: 69 participants		Analyze the current situation with the target of improving "job satisfaction" and consider and implement measures based on the results of the analysis
	Ongoing development of support systems for balancing work with childcare and nursing care responsibilities, etc.	Care	Establishment of a free consultation service directly accessible to outside specialists (Number of calls received in FY2023 : 1)	Ongoing development of a system to support both work and family life and spreading understanding of the concept
		Childcare	<ul style="list-style-type: none"> <li>• Held a lecture for managers and supervisors on promoting male employees to take childcare leave : 84% of participants answered that they would "actively encourage" their male employees to take childcare leave.</li> </ul>	Ongoing development of a system to support both work and family life and spreading understanding of the concept



<b>Raising awareness and fostering a culture</b>	Information Distribution	<ul style="list-style-type: none"> <li>Information distribution in the company newsletter "Mitsukumi"</li> <li>D&amp;I information distribution in HR News</li> <li>Seminar Information distribution on the in-house website "G. Portal"</li> </ul>	Continue to distribute information
	Educational activities at various trainings	<ul style="list-style-type: none"> <li>Conducted D&amp;I training at training sessions by job level</li> <li>Held "Life Plan Seminar" for employees approaching retirement age 110 employees aged 55-59 participated</li> </ul>	<ul style="list-style-type: none"> <li>Continuation of educational activities on D&amp;I at training sessions by job level</li> <li>Participation in the Sumitomo Electric Group Women's Forum "SWING"</li> <li>Organize "Life Plan Seminars"</li> </ul>



SUMITOMO RIKO

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Products

Automotive (Mobility)  
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Housing Environment  
Electronics  
Healthcare  
Product Catalog

Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

Sustainability

Recruitment  
  
News  
  
Topics

# Initiatives to Promote D&I

[Diversity and Inclusion](#)
[> Diversity Management](#)
[> Initiatives to Promote D&I](#)

Employees



## 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>	October 1, 2023 - March 31, 2026
<b>2. Quantitative targets</b>	<p>① Create a workplace environment in which all employees can smoothly and reliably choose and use the work styles they desire.</p> <p>【Target】</p> <ul style="list-style-type: none"> <li>• Maintain 80% achievement rate of No overtime day (every Wednesday)</li> <li>*Achievement rate including transfers within the same week and month</li> <li>• Continue to promote male participation in childcare (encourage male employees to take childcare leave in line with current trends)</li> <li>70% or more male employees taking childcare leave</li> </ul> <p>② Proactive empowerment of women and expansion of fields of activity</p> <p>【Target】 Aim to achieve the following ratios of women in management positions (key positions)</p> <p>Percentage of domestic non-consolidated female managers: 2.5%</p> <p>③ Reinforcement of Young Employee Development</p> <p>【Target】 Support "autonomous growth" of young employees and proactively provide opportunities to improve their skills for future success.</p>



# Respect for Diversity

## Work with colleagues from various 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.

## Promotion of women's activities

### "SWING\*" Networking for Women Employees of Sumitomo Electric Group

"SWING Women's Forum" has been held continuously since FY2017 for female employees of the Sumitomo Electric Group to support mutual study and networking. The members of the Human Resources and D&I divisions of Sumitomo Electric Industries, Sumitomo Wiring Systems, and Sumitomo Riko serve as the secretariat of the forum, which aims to promote the advancement of women throughout the Group by fostering and developing the skills of female employees.

When it was first held, the main focus was on women in clerical positions (general positions), but in FY2021, it continued to adapt to changes in society by focusing on women in career-track positions and incorporating online seminars to deal with the Corona pandemic and diverse work styles.



\*SWING: Abbreviation of the

"**S**EG (Sumitomo Electric Group) **W**omen's **I**nnovative **N**etworking **G**roup"

## Changes in the Ratio of Female Managers

As of the end of fiscal year 2023, the percentage of female managers at Sumitomo Riko was 1.3% (7 persons).

In FY2023, we conducted a questionnaire survey of female managers, and in FY2024, based on the results of the survey, we launched initiatives to create an environment in which women can aim for career advancement.

We will continue our efforts to ensure that women can continue to work with peace of mind and aim for career advancement through measures such as strengthening recruitment, training, and the development of systems.

Related information

[Social Performance Data](#)

## Recruitment of foreign employees

Approximately 80% of the group's employees work in overseas locations, and of course, we do not make any distinction between foreigners and Japanese.

At our overseas offices, we are always conscious of the localization of main business operations, as we strive to develop local staff who can take on the role of local base chief officer. On the other hand, in Japan, we consistently hire people with high aspirations and a strong desire to work for our group, regardless of their nationality, and their fields of activity are expanding day by day.

Related information

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

## Recruitment of Mid-career employees

In anticipation of new perspectives and ideas, and the innovation that lies ahead, we hire a certain number of mid-career (career) employees every year. We also promote the direct employment of temporary employees with proven work experience (promotion to employees), and we consider it part of our D&I promotion to provide them with opportunities to fully demonstrate their practical skills and work immediately as core human resources.

We evaluate and treat new hires fairly and impartially, without distinction from new graduates, so that they can move up the ladder according to their abilities.

[Related information](#) [Social Performance Data](#)

## 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 3 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 operations



Received the Director's Effort Award from the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers

[Related information](#) [Social Performance Data](#)

## D&I In-House Training

Based on the concept that "human resources development is at the heart of every successful business strategy," we conduct training in a variety of formats, including basic and periodic education, by rank, and by need. In FY2023, we continued to conduct D&I training within rank-specific training. Various approaches were attempted to suit the target participants, including basic knowledge of D&I, introduction of Sumitomo Riko's approaches and current status, and improvement of specific action levels based on case studies.

\* Subjects are Sumitomo Riko and Group companies.



## Certification and Registration Achievements

Sumitomo Riko participates in a variety of certification and registration schemes with a view towards 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.

[Related information](#) [External Evaluation](#)



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[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

Recruitment  
News  
Topics

# Supply Chain

Society (S)

- > Respect for Human Rights
- > Human Resources Development and Job Satisfaction
- > Health Management Initiatives
- > Safety and Health
- > Diversity and Inclusion
- > Supply Chain
- > Quality Improvement Initiatives
- > Social Contribution



**CSR Management on Supply Chain**



**CSR Activities on Supply Chain**





Electronics  
Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Topics**

---

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# CSR Management on Supply Chain

[Supply Chain](#)[> CSR Management on Supply Chain](#)[> CSR Activities on Supply Chain](#)

Shareholders and Investors, Suppliers and Other Trade Partners

[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, the Sumitomo Riko Group has formulated the "Supplier CSR Guidelines" and is focusing on CSR activities from a group-wide and global perspective under 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  
Director and Senior Managing Executive  
Officer

## Approach to Procurement

Sumitomo Riko's procurement activities are governed by its Basic Policy on Transactions and its Code of Conduct, which were established in May 2006. We issued the CSR Guidelines for Sumitomo Riko Group Suppliers in November 2011. In October 2014, taking the opportunity of our endorsement of the United Nations Global Compact, we revised the CSR Guidelines for Sumitomo Riko Group Suppliers by adding responses to conflict minerals, anti-corruption measures and other items. In August 2019, with the formulation of our mid-term business vision, the Sumitomo Riko Group 2022 Vision, we further revised the Guidelines to reflect the Sumitomo Riko Group Corporate Action Charter. Furthermore, in our management vision "2029 Sumitomo Riko Group Vision," which was established in June 2023 to mark the 100th anniversary of our company's establishment, we set the goal of thorough compliance with laws, regulations, and corporate ethics throughout the Group and globally, including in the supply chain.

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.

Related information [2029 Sumitomo Riko Group Vision](#)

### Basic policy on transaction

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

### Code of conduct (For Sumitomo Riko Employees)

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

## Reaction to violations

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


## Basic Transaction Agreement

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

## Sumitomo Riko Group Supplier CSR Guidelines

We distribute the "Sumitomo Riko Group Supplier CSR Guidelines" to our suppliers to communicate our approach to socially responsible procurement and the specific code of conduct. We also request our suppliers to communicate Sumitomo Riko's policy on socially responsible procurement to their suppliers so as to promote socially responsible procurement throughout the supply chain.

[CSR guidelines for suppliers, Japanese 3rd edition \(447KB\)](#) 

[CSR guidelines for suppliers, English 3rd edition \(516KB\)](#) 

[CSR guidelines for suppliers, Chinese 3rd edition \(468KB\)](#) 

## Supply Chain Promotion Structure

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

## Mid-term Vision for Procurement Activities

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

### 1. Strengthening of the supply chain:

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

### 2. Legal, regulatory and contract-related matters:

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

### 3. Crisis management:

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

### 4. Education and awareness-raising activities:

We will seek to increase understanding and awareness of procurement-related compliance by continuously engaging in education and awareness-raising activities within the Group by utilizing training and e-learning.

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



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[Access map >](#)

[Inquiry](#)

#### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

#### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

#### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

#### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

#### Sustainability

#### Recruitment

#### News

#### Topics

# CSR Activities on Supply Chain

[Supply Chain](#)
[> CSR Management on Supply Chain](#)
[> CSR Activities on Supply Chain](#)

Shareholders and Investors, Suppliers and Other Trade Partners



## 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 FY2023, we conducted a survey of our suppliers, who account for 90% of our domestic procurement value, to respond to changes by



ing questions on human rights, the environment, and other areas that have become increasingly demanding in recent years.

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.

## CSR Survey Implementation Status (Cumulative)

	Result for FY2017 to FY2023	Summary
Subject suppliers and number of suppliers	Domestic (non-consolidated): 465companies Domestic Group: 230companies Overseas Group: 62companies	• In 2023, we conducted a survey that strengthened the human rights and environmental sectors

## 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 Guideline \(296KB\)](#) 

### 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.

Specifically, since 2016, we have audited natural rubber plantations and natural rubber processing manufacturers in Southeast Asian countries, and in 2023 we audited three natural rubber plantations and natural rubber processing manufacturers in Indonesia, India, and Thailand.

Going forward, we will continue to conduct audits in cooperation with our overseas procurement bases.



Furthermore, in July 2022, we joined the Global Platform for Sustainable Natural Rubber (GPSNR\*). We have also developed a Sustainable Natural Rubber Procurement Policy in 2023, which reflects the policy framework approved at the GPSNR General Assembly in September 2020.

There are more than a dozen major types of raw rubber used by our Group globally, of which natural rubber alone accounts for more than 40%. By endorsing the GPSNR policy, we will ensure the traceability and sustainability of our natural rubber procurement and aim to provide a stable supply of high-quality products into the future.



\*Global Platform for Sustainable Natural Rubber

Related information

[Press Release \(322KB\)](#) 

Related information

[Procurement Policy for the Sustainable Natural Rubber \(335KB\)](#) 

## 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. We have also begun crisis management of the supply chain by providing information to suppliers on cyber-attack by ransomware, a growing risk in recent years, and fire prevention measures.

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

The Sumitomo Riko Group has established procurement regulations in Japanese, English, and Chinese and ensures thorough compliance with the regulations, especially with overseas suppliers, through meetings with bases and meetings of procurement managers. In Japan, in response to the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors (Subcontract Act), the Procurement Division conducts education and awareness programs for each department and each level.

In addition, e-learning programs are regularly conducted for all employees to improve their understanding and awareness. We also ask our suppliers to understand and implement CSR procurement at supplier's meetings and other occasions.



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[Access map](#) >

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

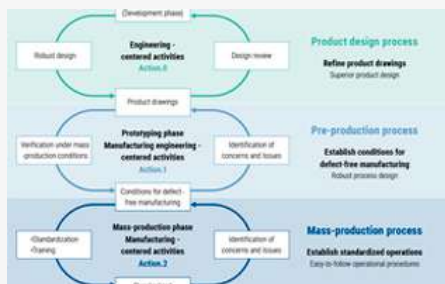
### News

### Topics

# Quality Improvement Initiatives

Society (S)

- > Respect for Human Rights
- > Human Resources Development and Job Satisfaction
- > Health Management Initiatives
- > Safety and Health
- > Diversity and Inclusion
- > Supply Chain
- > Quality Improvement Initiatives
- > Social Contribution



Quality Management



Quality Initiatives



Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR Library  
Stock Information  
Share Accounting Information

## Topics

---

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# Quality Management

[Quality Improvement Initiatives](#)[> Quality Management](#)[> Quality Initiatives](#)

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

[Commitment](#)

## Message from the Chairperson of Quality Committee





The Sumitomo Riko Group has made "Safety, Environment, Compliance, and Quality (S.E.C.Q.)" the basis of its business operations. The Quality Committee started its activities in FY2017 with committee members appointed across the organization, and has reported and discussed important issues and activities related to group-wide management, such as critical quality issues and group-wide quality activities.

In FY2023, the committee has delved into the root causes of individual quality issues, and followed up on the status of completion and horizontal deployment of rectifying measures, as well as encouraging online participation of department managers to promote information sharing at the management level. In FY2024, the committee will continue to report and discuss critical quality issues, and follow up on efforts to ensure customer trust.

In order to realize the "2029 Sumitomo Riko Group Vision" (2029V), it will be necessary to maintain and improve quality to meet the increasingly sophisticated requirements of customers, including CASE compliance and the development of environmentally friendly products. With the Quality Committee as the cornerstone of our efforts, we will strengthen our quality assurance and preventive measures in line with the changing times, based on the Sumitomo Spirit of "Banji-nissei," "Shinyo-kakujitsu" and "Fusu-furi".

Since its foundation, the Sumitomo Riko Group has grown as a manufacturing company. Through the operation of the Quality Committee, we will continue to deliver high-quality products that flexibly respond to the evolution of manufacturing, and will contribute to the development of society as a "Global Excellent Manufacturing Company".

We hope that our stakeholders will gain a better understanding of our group's quality initiatives through this website, and we look forward to your further support in the future.



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

## Basic Approach to Quality

The Sumitomo Riko Group is engaged in quality improvement activities under the company-wide quality policy, led by the Quality Committee and the Quality Assurance Headquarters. By establishing a quality assurance system appropriate for a global company, we ensure the high quality and safety of our products.

### Sumitomo Riko Group's Quality Policy

The Sumitomo Riko Group considers it our mission to satisfy our customers and provide attractive products to the world. In order to fulfill this mission, we are engaged in quality improvement activities based on the company-wide quality policy of "All members of the Sumitomo Riko Group will pursue customer first and quality first on a global basis through continuous improvement ~To become a company trusted by society and customers through TQM (Total Quality Management) activities and S.E.C.Q.-centered business operations~."

### 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 monitor, support, and provide guidance to reduce quality risks so as to ensure the trust of customers and society (See Fig. 2).

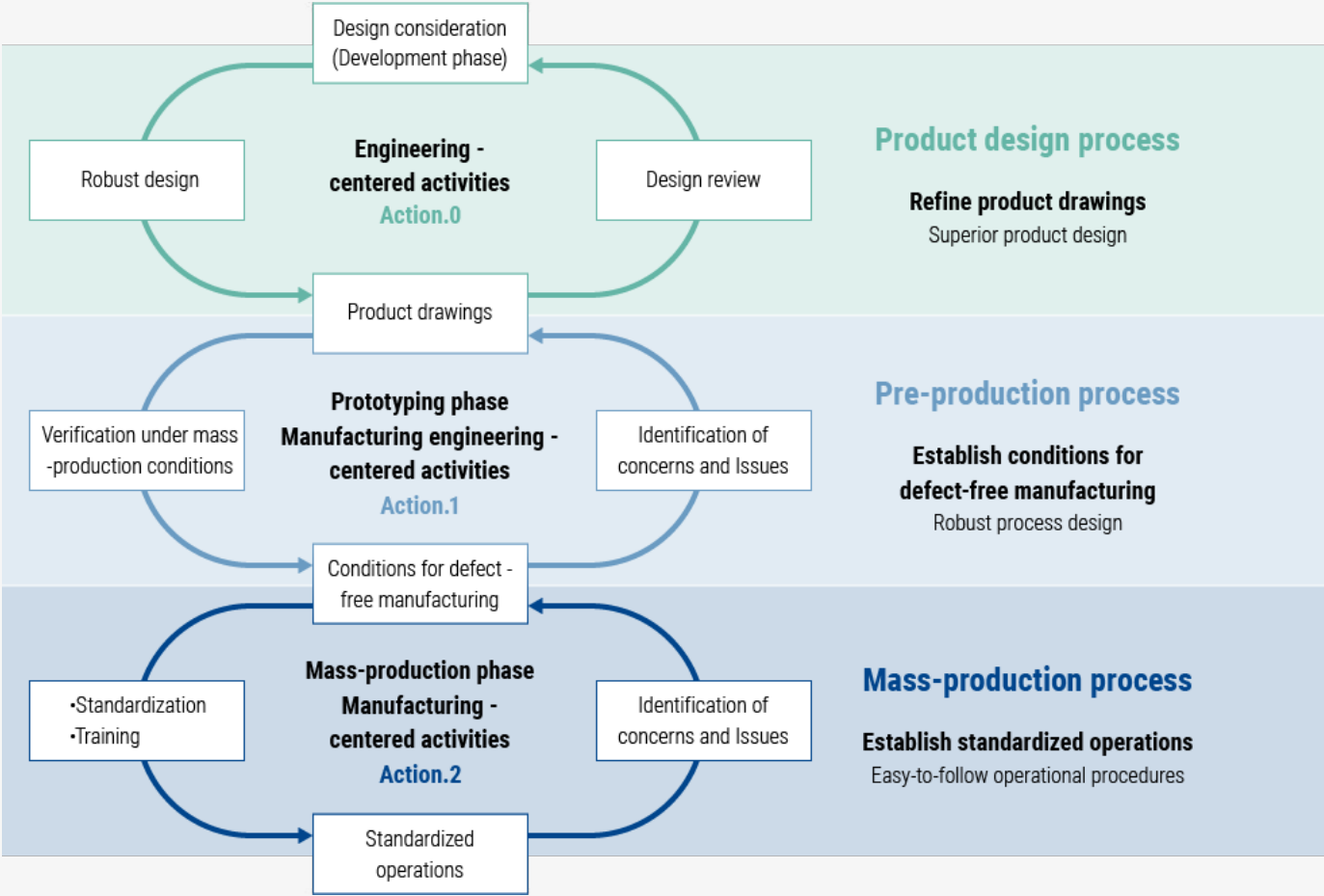


Fig. 1: Ji-Kotei-Kanketsu (JKK)

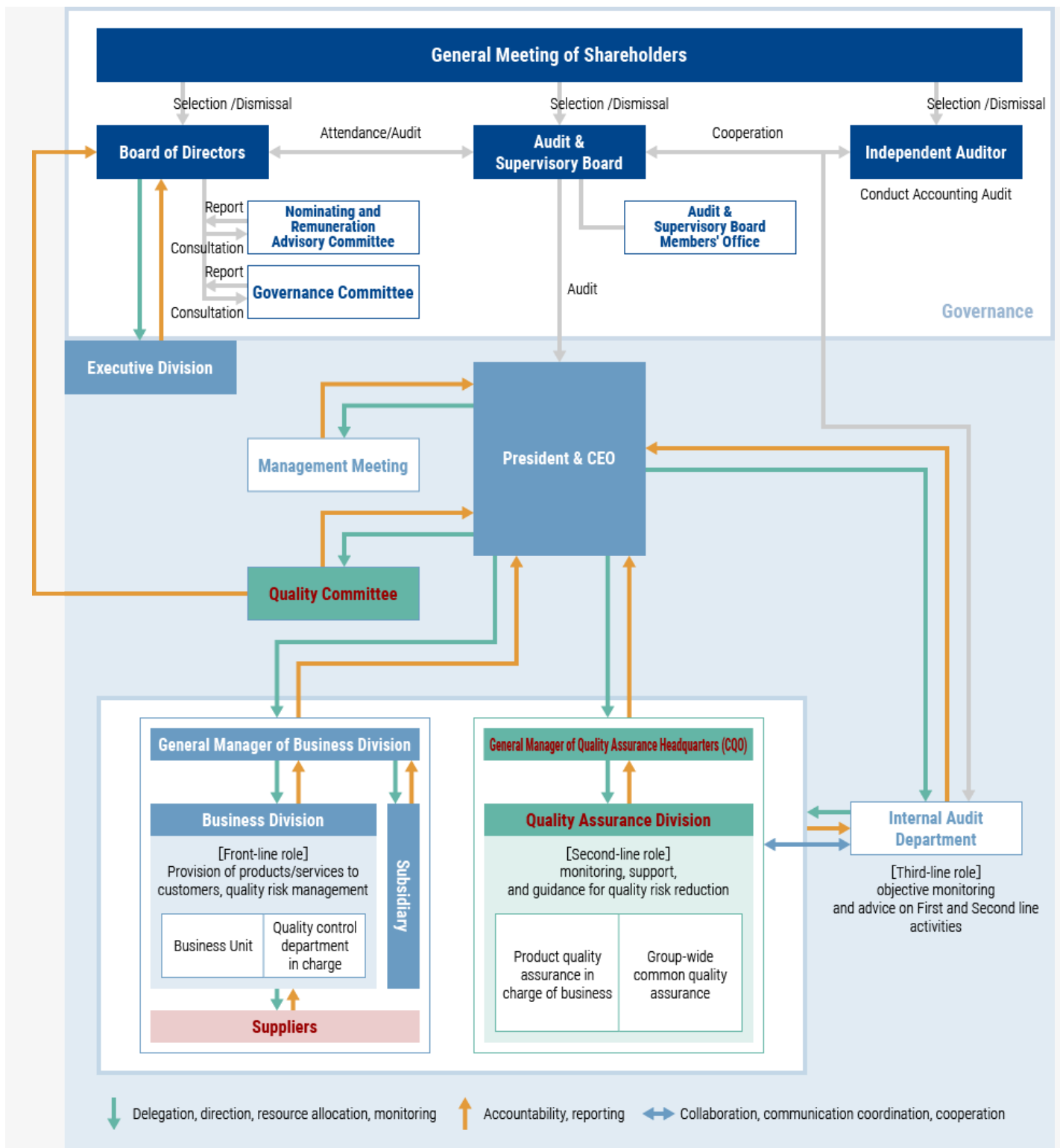


Fig. 2: Quality Governance

## Quality Control Systems

### Quality Assurance Systems

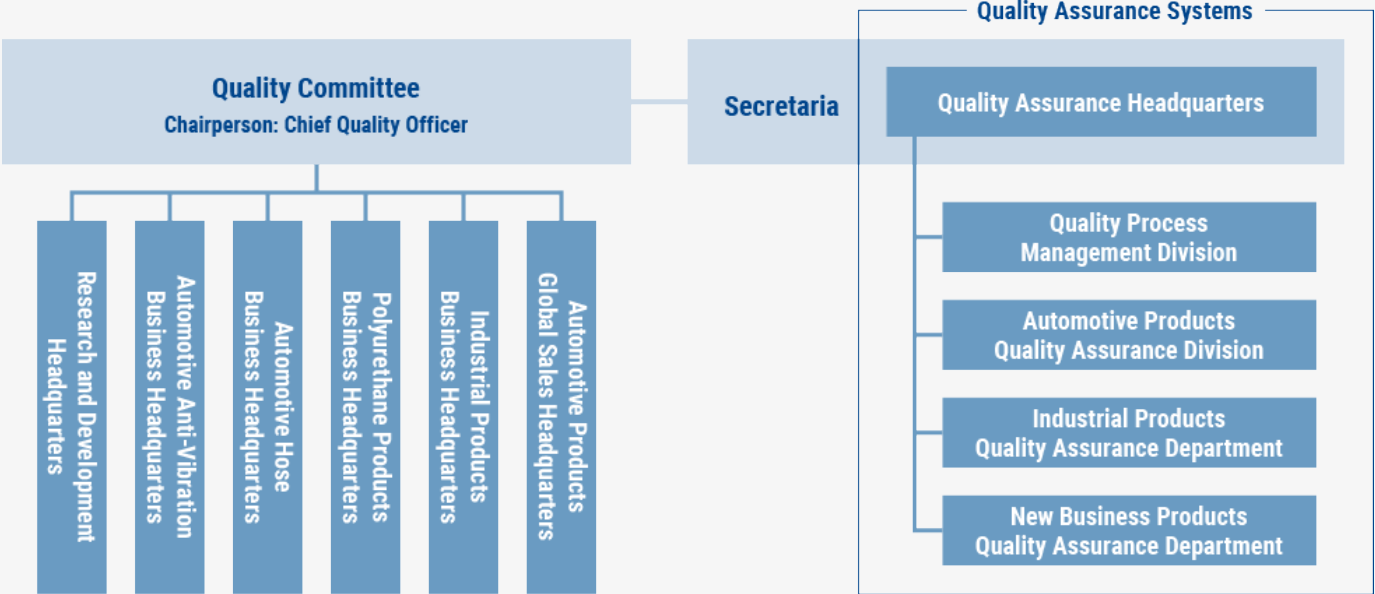
In 2016, Sumitomo Riko appointed a Chief Quality Officer (CQO) and established the Quality Assurance Headquarters, integrating the Group's quality functions.

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 working to establish 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 have been the basis of its business operations since 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 promote the following three priority activities to achieve the ideal state of quality toward 2029V.

### <The ideal state of quality toward 2029V>

- To be known as "Sumitomo Riko of Quality," which prevents critical quality problems from occurring
- To be a "Sound Company" where no quality compliance problems occur

#### 1. Improvement of Product Quality

We will aim to eliminate critical quality problems by promoting the "reliable implementation of recurrence prevention," "thorough verification of change points," and "enhancement of abnormality detection capabilities". We will also build a quality assurance system that extends upstream (research and development) to eliminate defects at the root.

#### 2. Improvement of Operational Quality

We will disseminate the Global Quality Standards (GQS) to all our global bases and establish GQS that are appropriate for new products and new manufacturing methods.

We will also strengthen TQM activities in coordination with company-wide DX promotion activities, including enhancement of quality education by job level, penetration of small-group activities to group companies, and reinforcement of important themes through penetration of policy management.

### 3. Elimination of Quality Compliance Risks

We will regularly conduct quality compliance education, build a system for auditing quality contracts with customers on a global basis, and establish a system to prevent quality fraud by utilizing digitalization and automation.



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[Access map](#) >

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[Access map](#) >

[Inquiry](#)

#### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

#### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

#### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

#### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

#### Sustainability

#### Recruitment

#### News

#### Topics

# Quality Initiatives

[Quality Improvement Initiatives](#)[> Quality Management](#)[> Quality Initiatives](#)

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



## Quality Assurance System

### Acquisition and Utilization of Quality Management System Certification

The Sumitomo Riko Group has established its quality assurance system based on the ISO9001/IATF16949 International Quality Management Standards, and is committed to continuous improvement of product and market quality through the reliable operation of the PDCA cycle. We are also actively building quality assurance systems at our overseas bases, and all of our production bases have obtained and are utilizing IATF16949 or ISO9001 certification.

### Quality Assurance System by SRK-GQS

The Sumitomo Riko Group has established and is operating the SRK-GQS (Sumitomo Riko Global Quality Standards) as the basic unified rules for the entire Group in the midst of accelerating globalization. Based on ISO9001 and IATF16949, we have incorporated the best practices of the Sumitomo Riko Group and formulated the basic rules for the entire Group.



SRK-GQS is composed of three levels: Level 1, which presents general rules that serve as the axis of quality assurance activities for the



entire Sumitomo Riko Group; Level 2, which defines detailed rules to be observed globally; and Level 3, which defines detailed rules for each business unit on a global basis.

In FY2023, in order to solve customer audits and quality issues, we promoted activities to compare and verify the standards in operation at each base, conducted gap analysis, improved the system, and conducted operational training to achieve the same quality worldwide. In FY2024, we will continue to inspect the operation status of the Group, including overseas bases, and promote maintenance and improvement of the quality assurance system.

## Quality Governance

### Customer contract performance audits

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 FY2020 onward, in addition to the content of previous audits, we will conduct additional contract performance audits to ensure that contracts with customers are being properly fulfilled, thereby raising the level of audits. Under the Corona pandemic, the audits have been conducted for domestic business divisions, but in FY2023, the audits covered overseas bases, and this activity is being continued. In fiscal 2024, in order to reduce the risk of misconduct occurring, we will also engage in quality compliance education in addition to audits.

## Creation of Quality Culture

### The day of Q

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

In FY2023, we aimed to improve "product quality" and "operational quality" as well as "communication," and our activities are being expanded not only to non-consolidated companies but also to domestic group companies. The status of activities is surveyed semiannually for visualization. The results of these activities are left as "Business Standards and Procedure Manuals," which are then turned into assets, and the created business standards and procedure manuals are put into practice, and if there are any deficiencies, improvements are made continuously (by repeating the SDCA cycle).

In FY2024, we are working on activities with the new addition of "quality education" to prevent critical quality issues and quality compliance issues.

### Re-do Zero Activity

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

This activity is based on the concepts of "Stopping, Reducing, or Replacing" troublesome or bewildering tasks at each workplace, 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 FY2023, 23 departments' case studies were shared in the entire group as examples of activities for reference, and the president gave commendations to good cases. We are also working to foster certified instructors who can correctly instruct on the concept of "Ji-Kotei-Kanketsu (JKK, own-process completion)" and have trained 31 employees as certified instructors to date.

In fiscal 2024, we will also collaborate with activities to promote digitization and spread the “Re-do Zero Activity” to all divisions and Group companies.

## Evaluations from Customers

The Sumitomo Riko Group has received high evaluations from customers every fiscal year for its improvement activities for "Quality," "Cost," and "Delivery time" not only in Japan but also at each of its global bases.  
In FY2023, 17 bases (4 domestic and 13 overseas) received 58 awards (9 domestic and 49 overseas).

### FY2023 Supplier Awards

#### Japan

Customer	Customer	Awardee	Region
Mazda Motor Corporation	Carbon Neutral Kaizen Award	Sumitomo Riko Company Limited	Japan
Toyota Motor Corporation, Toyota Auto Body Co.,Ltd.	Project Award "Technology Category"		
Toyota Motor Corporation	5 Years of No Quality Defects Award (Miyoshi and Akechi Plants)		
Toyota Boshoku Corporation	Quality Excellence Award		
Isuzu Motors Limited	Quality Excellence Award		
Mitsubishi Motors Corporation (Kyoto Plant)	Quality Excellence Award		
Toyota Boshoku Kyushu Corporation	Quality Excellence Award	Tokai Chemical Industries, Ltd.	
Caterpillar Japan LLC	Excellence Award	Sumitomo Riko Hosetex.Ltd.	
Kubota Corporation	Procurement Division General Manager Award Silver Prize	Fukoku Bussan Co., Ltd. (distributor)	

#### Overseas

Customer	Award	Awardee	Region
Nissan Motor Co., Ltd.	Regional Supplier Quality Award Finalist	SumiRiko Tennessee, Inc.	North America
TOYOTA BOSHOKU AMERICA, INC.	Global Supplier Award	S-Riko de Querétaro, S.A.P.I. de C.V.	
	Quality award		
	Supplier Partnership award		
Toyota do Brasil Ltda.	Logistic Preformance	S Riko Automotive Hose Tecalon Brasil S.A.	South America
Toyota Motor Europe NV/SA	TEAM - Regional Champion M&I Award 2022/23	SumiRiko Poland Sp. z o.o.	Europe
Dongfeng Nissan Passenger Vehicle Co.	Quality 0 Defective Certificate of Appreciation	Tokai Chemical (Tianjin)	
FAW Toyota Motor (Chengdu) Co., Ltd. Changchun Fengyue Branch	Quality 0 Defective Certificate of Appreciation		

Dongfeng Honda Automobile Co., Ltd.	Certificate of Appreciation for Cooperation of Suppliers	Auto Parts Co., Ltd.	China
GAC TOYOTA ENGINE CO., LTD.	Quality Cooperation Award		
TIANJIN INTEX AUTO PARTS CO., LTD.	Quality Excellence Award		
GAC Toyoya Motor Co., Ltd	Quality Cooperation Award	Tokai Rubber (Tianjin) Co., Ltd.	
Toyota Motor Engineering & Manufacturing (China) Co., Ltd.	TPS Kaizen Best Activity Award		
Dongfeng Honda Engine Co., Ltd.	QC Presentation Excellence Award	Tokai Rubber (Jiaxing) Co., Ltd.	
GAC Toyoya Motor Co., Ltd	Quality Cooperation Award		
	Hosaikai Leader Company		
Guangzhou Honda Automobile Co.	Cost Cooperation Award	Tokai Rubber (Guangzhou) Co., Ltd.	
Dongfeng Honda Engine Co., Ltd.	Cost Cooperation Award		
	QC Presentation Silver Award		
GAC Toyoya Motor Co., Ltd	Cost cooperation award		
	Structural Reform Activity Excellent Case Award		
GAC Toyota Engine Co., Ltd.	Quality Cooperation Award		
Toyota Motor Engineering & Manufacturing (China) Co., Ltd.	TTCC Safety Improvement Case Gold Award		
Yachiyo Zhongshan Manufacturing Co., Ltd.	Excellent Supplier Award		
Sundiro Honda Motorcycle Co., Ltd.	Quality Gold Award		
	NHC Activity Second Prize		
Dongfeng Motor Co.	Supplier Mass Production Quality Award (DNQA) 2023		
Mitsubishi Heavy Industries Forklift (Dalian) Co., Ltd.	Excellent Award	TRFH Co., Ltd.	
BYJC-Okuma (Beijing) Machine Tool Co.,Ltd.	Excellent Supplier Award		
Caterpillar Inc.	Supplier Excellence Recognition -Excellent Level		
Sany Heavy Machinery Co., Ltd.	Excellent Supplier Award		
Hitachi Construction Machinery (China) Co., Ltd.	Chosei Association Excellent Supplier Award		
Suzuki Motor Gujarat Private Limited	Certificate of Quality Zero Defect	Tokai Imperial Rubber India Pvt. Ltd.	India
Maruti Suzuki India Limited	Zero Defect Award		
TOYOTA DAIHATSU ENGINEERING & MANUFACTURING CO., LTD.	Service Parts Quality Award	Inoac Tokai (Thailand) Co., Ltd.	Thailand
DAIHATSU ASIA TRADING (THAILAND) CO., LTD	Service Parts Award	SumiRiko Eastern Rubber (Thailand) Ltd.	
NTN Manufacturing (Thailand) Co.,Ltd.	Overall Gold		
	Gold Award		
AutoAlliance (Thailand) / Ford Thailand Manufacturing	Q1 Award		
TOYOTA DAIHATSU ENGINEERING & MANUFACTURING CO.,LTD	Environment Award		

Sumitomo Electric Industries, Ltd.	12th Indonesia Conference SGA 2nd Rank	PT. Tokai Rubber Auto Hose Indonesia	Indonesia
PT. Astra Honda Motor	Supplier Innovation Culture Development 2023		
	Certificate of Appreciation		
	Platinum Supplier		
PT. Toyota Motor Manufacturing Indonesia	Certificate of appreciation proudly presented Zero defect Quality Achievement		
	Certificate of Appreciation In Recognition of Quality Target Achievement		
	Certificate of Appreciation In Recognition of Delivery Target Achievement		
PT. Astra Daihatsu Motor	Certificate Appreciation to Participant of localization 17th ADM Supplier Awarding		
	Supplier Quality and Delivery Award		



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# Social Contribution

Society (S)

- > Respect for Human Rights
- > Human Resources Development and Job Satisfaction
- > Health Management Initiatives
- > Safety and Health
- > Diversity and Inclusion
- > Supply Chain
- > Quality Improvement Initiatives
- > Social Contribution



Management of Social Contribution Activities &gt;



Contribution to Diversity &gt;



Contribution to Youth Development &gt;



Contribution to Building Communities &gt;



Contribution to Citizens' Activities &gt;



Volunteer Activities by Sumitomo Riko Group Employees &gt;





[Activities of Sumitomo Riko Group Overseas](#)



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[Access map](#) >

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

[Privacy Policy](#) | [Terms of Use](#)

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# Management of Social Contribution Activities

Social Contribution

- [> Management of Social Contribution Activities](#)
- [> Contribution to Diversity](#)
- [> Contribution to Youth Development](#)
- [> Contribution to Building Communities](#)
- [> Contribution to Citizens' Activities](#)
- [> Volunteer Activities by Sumitomo Riko Group Employees](#)
- [> Activities of Sumitomo Riko Group Overseas](#)

Employees, Local Communities

[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. We will strive to enhance social value and contribute to the creation of an affluent society through our social contribution activities, and further increase our corporate value by promoting the SDGs.

In order to actively promote these social contribution activities on a group-wide, global basis, we are operating the Social Contribution Promotion Project under the CSR & Sustainability Committee. The project, in which each plant manager of Sumitomo Riko and executives of Group companies participate, promote social contribution activities by reviewing and improving each initiative with the aim of contributing to the SDGs and creating a sustainable society.

The Sumitomo Riko Group is always aware that it is a member of the local community and is committed to fulfilling its corporate responsibility through social contribution activities in order to be a company that is trusted by the local community.

We hope that our stakeholders will use this website to gain a better understanding of the Group's social contribution activities and to provide us with frank opinions and suggestions.



Hideo Yamane  
Director and Senior Managing Executive  
Officer

## Social Contribution Activities Policy

The Sumitomo Riko Group is committed to social contribution activities in order to fulfill its role as a public entity of society and to become a company that people say, "I am glad that the Sumitomo Riko Group exists in this town." The core philosophy of our social contribution activities is to "contribute to the creation of a prosperous society through social contribution activities as a good corporate citizen, always aware that we are a member of the local community," and we have positioned these activities as activities to solve social issues.

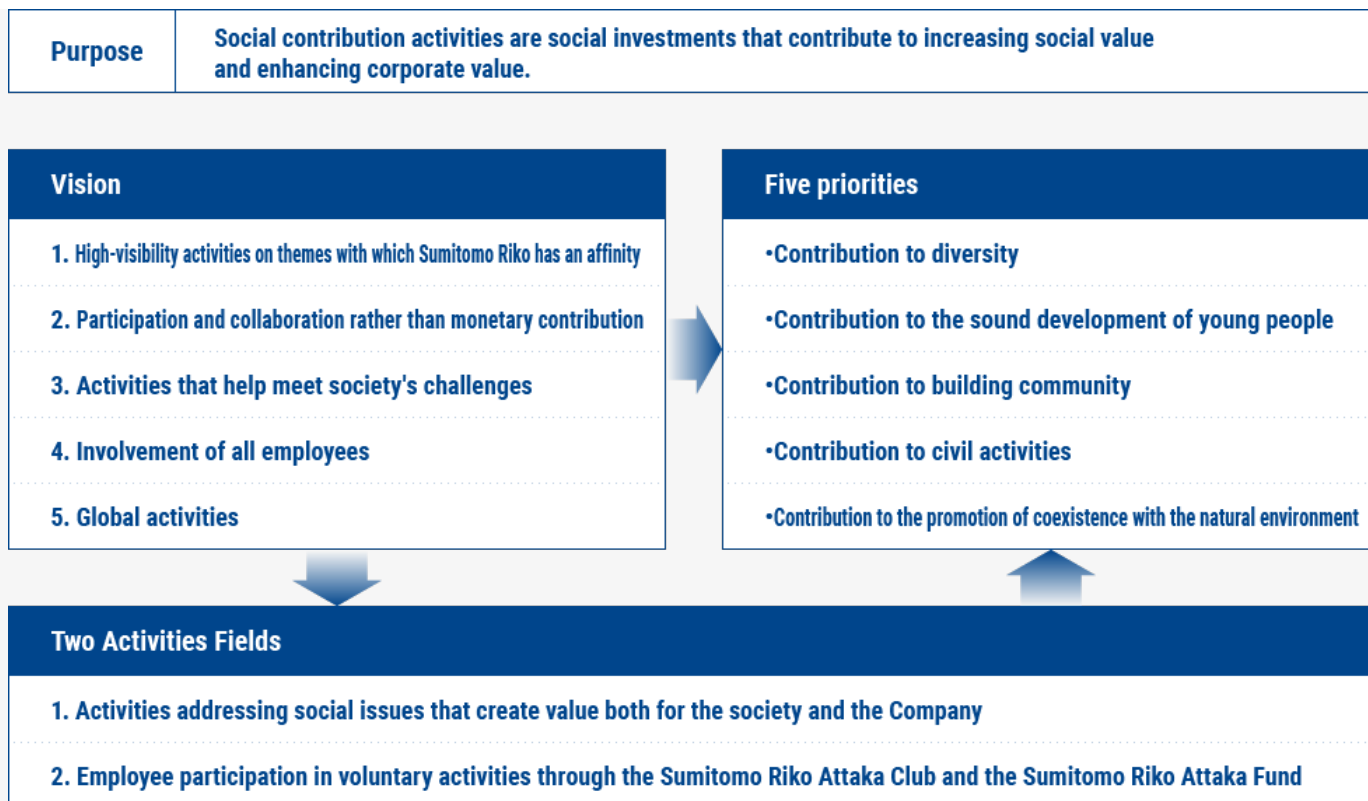
We are actively engaged in activities based on the concept of creating social value through proactive efforts to solve social issues that contribute to the development goals of the SDGs, while at the same time contributing to the enhancement of corporate value. Also, we have established priority activity areas ("Contribution to Diversity," "Contribution to Youth Development," "Contribution to Community Development," "Contribution to Citizen Activities," and "Contribution to Coexistence with the Natural Environment") to meet social needs.

### Philosophy of Activities

The Sumitomo Riko Group shall always be aware that it is a member of the local community, and as a good corporate citizen, shall contribute to the creation of a prosperous society through its social contribution activities.

### Framework for Initiatives

In order to realize the Sumitomo Riko Group Activity Principles, we have established "Objectives," "Goals," "Five Key Activity Areas," and "Two Activity Perspectives."



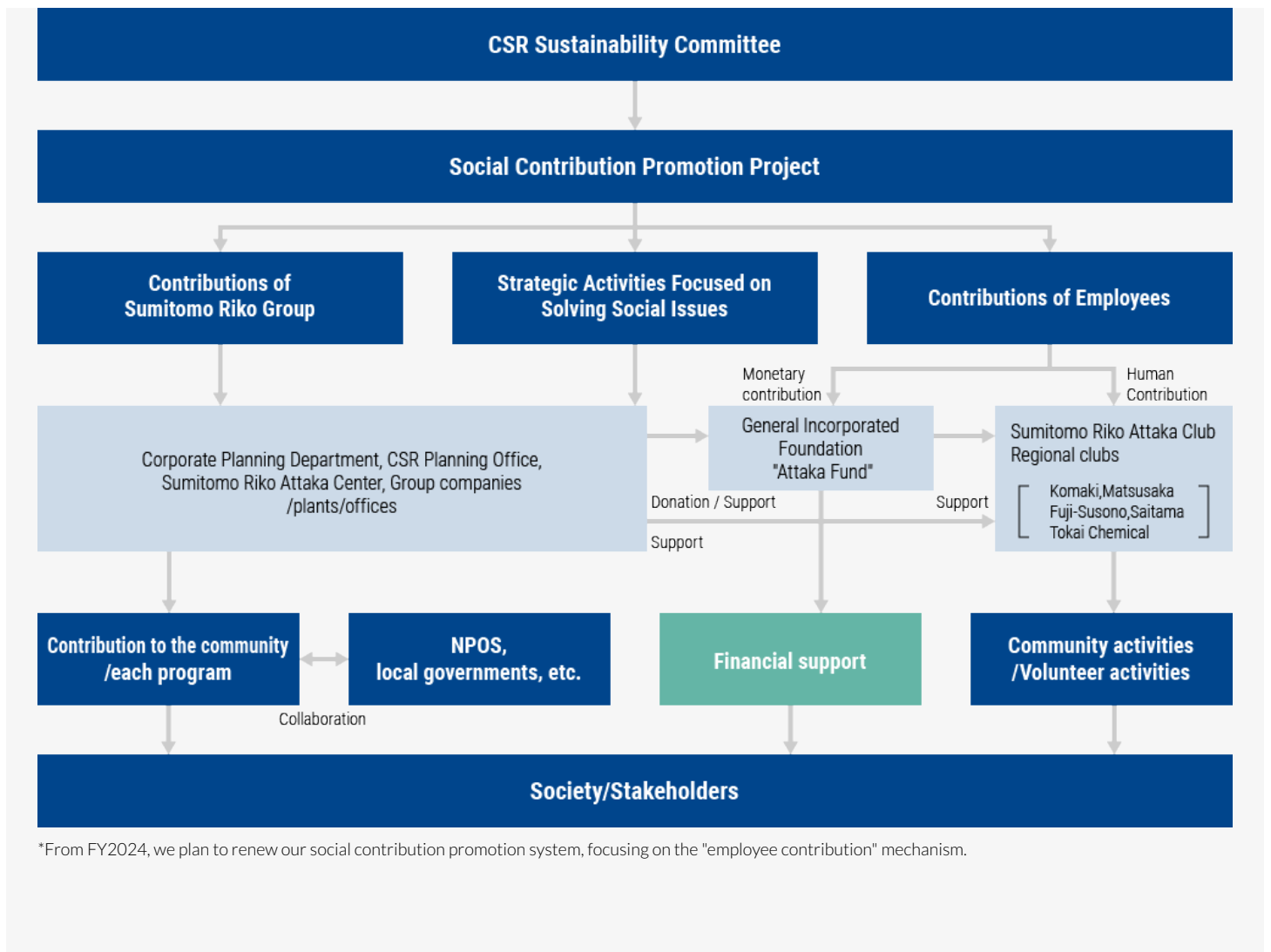
## Social Contribution Promotion System

Based on the established activity philosophy and approach, we established the Social Contribution Committee as one of the six committees under the CSR Committee, which was launched in 2005, and have been systematically implementing various activities after discussions. In fiscal 2021, the Social Contribution Promotion Project was launched under the CSR & Sustainability Committee to provide comprehensive guidance and promotion of the social contribution activities of the entire Sumitomo Riko Group, from policy formulation, monitoring, and strategic planning of activities to their deployment at each base.

At Sumitomo Riko, social contribution activities are broadly divided into "Employee Contributions" and "Company Contributions." There are two types of employee contributions: Human Contributions and Financial Contributions. In terms of human contribution, an organization called "Sumitomo Riko Attaka Club" has been established at Komaki, Fuji Susono, Matsusaka, Saitama Plants, and a group company, Tokai Chemical Industries to support employees' volunteer activities.

As for monetary contributions, the "Sumitomo Riko Attaka Fund" (incorporated as a general foundation in 2014) has been established, where registered employees can donate a maximum of 10 units, starting at 100 yen per unit, through monthly payroll deductions. The company matches this donation with a matching gift of the same amount.

As for the company's contribution, various social contribution programs are studied and formulated by the Social Contribution Promotion Project, and the CSR Promotion Office serves as the secretariat for each program. In addition, the "Attaka Club" and "Attaka Fund" support centers, which support the contributions of employees, are operated at each plant and group company to link the company's contributions with those of its employees.



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
 Infrastructure  
 Housing Environment  
 Electronics  
 Healthcare  
 Product Catalog

## Research and Development

The Power of Materials × CASE  
 Our Mission  
 Our R&D  
 Intellectual Property Rights

## Our Company

Business Policy  
 Company Profile  
 Corporate History  
 Executive Management  
 Management System  
 Organization Chart  
 Business Locations  
 Global Network  
 Video/Ad Library  
 Manga: Sumitomo Riko's Business

## IR

IR News  
 Management Policy  
 Financial and Business Results  
 Highlights  
 IR Library  
 Stock Information  
 Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



# Contribution to Diversity

Social Contribution

- [> Management of Social Contribution Activities](#)
- [> Contribution to Youth Development](#)
- [> Contribution to Citizens' Activities](#)
- [> Volunteer Activities by Sumitomo Riko Group Employees](#)
- [> Activities of Sumitomo Riko Group Overseas](#)
- [> Contribution to Diversity](#)
- [> Contribution to Building Communities](#)

Employees, Local Communities



## Aiming for a society where people can live “as they are”

Sumitomo Riko is supporting the creation of a society where people can live "as they are" by making the most of their diversity and eliminating physical and mental barriers.

## School Preparatory School for Foreign Children



In cooperation with the Komaki International Association, Sumitomo Riko offers a "School Preparatory School (Preschool)" for children with foreign roots living in Komaki City, Aichi Prefecture, who are about to enter elementary school.

This is a preparatory school for preschool children with foreign parents, teaching them how to read and write Japanese and the rules of elementary school life so that they can quickly adapt to life at a Japanese elementary school. Classes are conducted by citizen volunteers, who learn how to teach and prepare teaching materials at instructor training courses held during the summer and winter.

Forty-five children participated in this school, the 14th of its kind in fiscal 2023.

In order to contribute to the children's happy school life and healthy growth, Sumitomo Riko will continue to implement this activity that will bring smiles to the children's faces.



## Support for Ai-Pic

As a sponsor, we support the Aichi Prefecture Sports Federation of Special Needs Schools (23 member schools) in organizing track and field, basketball, flying disc, and soccer tournaments (commonly known as "Ai-Pic").



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[Access map](#) >

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics





# Contribution to Youth Development

Social Contribution

- Management of Social Contribution Activities
- Contribution to Diversity
- [Contribution to Youth Development](#)
- Contribution to Building Communities
- Contribution to Citizens' Activities
- Volunteer Activities by Sumitomo Riko Group Employees
- Activities of Sumitomo Riko Group Overseas

Employees, Local Communities



## Giving Valuable Experiences to the Generation who will Lead the Future

Sumitomo Riko supports the young people who will pave the way to the future by providing Experience-based Programs and awards in the hope that they will have as many valuable experiences as possible, which are meaningful to them while they are still young.

## SDGs Student Essay Award by Sumitomo Riko

The "SDGs Student Essay Award by Sumitomo Riko" is a program that began in 2015 as a new social contribution activity to commemorate the change of the company name to Sumitomo Riko, and is positioned as a "project to support young people who will lead the future." (The name of the program at the time of its establishment was "Sumitomo Riko Student Essay Award.")

The award is intended to provide a forum for students from all over Japan to learn about social issues, help with the creation of a sustainable society, discuss the results of their thinking, and to contribute to the growth of young people by broadening their perspectives.

[Related information](#)
[Stakeholder Dialogue](#)


# Cooperation with Nagaoka University of Technology

## Support for the international conference "8th STI-Gigaku2023"

We participated in, sponsored, and donated to the 8th International Conference on "Science of Technology Innovation" (8th STI-Gigaku 2023), an international conference organized by Nagaoka University of Technology in collaboration with technical colleges, companies, and local governments, with the aim of achieving the Sustainable Development Goals (SDGs).

The purpose of this initiative is to contribute to new technological innovation and problem solving that will contribute to the SDGs and, to a large extent, to foster human resources who will lead the future, in collaboration with Nagaoka University of Technology, which is strongly promoting the SDGs as the only hub university in East Asia appointed by the United Nations.

Based on the 2030 Development Agenda "Sustainable Development Goals (SDGs)" (17 goals and 169 targets), this international conference will discuss various goals for sustainable development such as energy, climate change, poverty and hunger, and discuss possible ways to solve these issues.

In the poster session, participants made poster and English presentations on activities that lead to solutions regarding the SDGs, and the results of joint research between the National College of Technology and Nagaoka University of Technology. In FY2023, 10 "Best Poster Awards by Sumitomo Riko Company Limited" (Sumitomo Riko Award) were given to the best presentations to help promote students' efforts to achieve the SDGs.



Group photo of STI-Gigaku 2023 Sumitomo Riko Award Winners  
(November 2023)



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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics



# Contribution to Building Communities

Social Contribution

- > Management of Social Contribution Activities
- > Contribution to Youth Development
- > Contribution to Citizens' Activities
- > Volunteer Activities by Sumitomo Riko Group Employees
- > Activities of Sumitomo Riko Group Overseas
- > Contribution to Diversity
- > Contribution to Building Communities

Employees, Local Communities



As a company that coexists with local communities, Sumitomo Riko aims to "Create cities where everyone wants to live in" with local communities, and to conduct activities that contribute to local revitalization and support disaster-stricken areas.

## Support for the 2024 Noto Peninsula Earthquake

Sumitomo Riko and the Sumitomo Riko Attaka Fund donated a total of 10 million yen through Japan Platform, a non-profit organization, and other organizations to aid relief efforts for victims of the Noto Peninsula Earthquake that occurred on January 1, 2024, and to support recovery efforts in the affected areas.

## Support for the project "World Heritage/National



# Treasure Kamomioya Shrine/National Historic Site 'Tadasunomori Forest' for Environmental Preservation and Conservation Repair of Cultural Properties”

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“The Tadasunomori Forest,” registered as a World Heritage Site by UNESCO, is in need of protection and maintenance due to the recent devastation of the forest and damage to buildings caused by rapid urbanization and climate change. We determined that support for this project would contribute to “a Green and Pleasant Society Connecting the Nature, City and People,” which is the vision of the future society that the Sumitomo Riko Group hopes to realize, so we made a donation of 10 million yen to the project of “World Heritage/National Treasure Kamomioya Shrine/National Historic Site 'Tadasunomori Forest' for Environmental Preservation and Conservation Repair of Cultural Properties”.

## Support for Areas Affected by the Great East Japan Earthquake

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### - The Attaka Ticket Project

Sumitomo Riko is providing ongoing support to the town of Minamisanriku in Miyagi Prefecture, which was devastated by the Great East Japan Earthquake.

The purpose of this service is to support the reconstruction of Minamisanriku Town and to foster the community. With the cooperation of the Minamisanriku Town Council of Social Welfare, this service delivery system targets groups and NPOs that are working to revitalize the local community, and provides support for their respective meetings and social gatherings.

Groups that receive the “Attaka Ticket” issued by Sumitomo Riko can receive delivered lunches. This service is provided by local residents whose businesses are working toward reconstruction. This initiative aims to revitalize local communities as well as improve their livelihoods in the face of protracted reconstruction efforts.

We have received many comments of appreciation from the local community, such as, “The project has encouraged local residents to take part in voluntary activities and has made a significant contribution to intergenerational events and exchanges that transcend age groups, including not only the elderly but also the generation raising children”.



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

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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 come and enjoy this concert.



## Contributing to Sustainable Community Development through Health Promotion

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### 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 collaborating with Komaki City to conduct "Frailty Check Measurement Sessions" using our products and systems. Through this event, we are promoting awareness of frailty and helping residents aged 60 and over living in Komaki City to become more aware of frailty.

Frailty refers to a state in which the body and cognitive functions weaken with age. Early detection and improvement of becoming frail can help prevent the need for nursing care in the future and extend healthy life expectancies.

In addition, a new "Citizen Measurer Training Course" was launched this fiscal year. In this course, participants learn measurement methods from Sumitomo Riko staff and are encouraged to participate in the community as a member of the measurement team in their own community.

Through the Frail Project, we will continue to actively collaborate with local governments, universities, businesses, and civic groups to create healthy and sustainable communities.



## Contributing to the Realization of Prosperous Communities through Sports

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## - Support for the PEARLS women's rugby team

Sumitomo Riko supports the PEARLS, a women's rugby team based in Mie Prefecture, where our production facilities are located. The PEARLS are working toward the goal of "a society where no one is left behind through rugby." The PEARLS are committed to delivering excitement and energy through rugby, fostering a culture where sports are part of everyday life, and contributing to the realization of a prosperous local community for the next generation. By supporting their activities, Sumitomo Riko will contribute to the creation of affluent local communities through sports.



## Supporting "Mie Matsusaka Marathon 2023" as an Official Partner

The Sumitomo Riko Matsusaka Plant supported the project "Mie Matsusaka Marathon 2023," in Matsusaka City, which is the top priority event in "We want to convey Sport's Power!" as an official partner.

Employees of the Matsusaka Plant also participated as volunteers in the event, which was designed to raise interest in sports volunteerism among middle and high school students in the city and to develop future leaders. In addition, the Matsusaka Plant is actively supporting the operation of the event by providing their employees' parking lot as a base for marathon participants. Sumitomo Riko will continue to contribute to the community development linked to sports in Matsusaka City.



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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights

### Sustainability

[Recruitment](#)

[News](#)

Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR Library  
Stock Information  
Share Accounting Information

**Topics**

---

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# Contribution to Citizens' Activities

Social Contribution

- > Management of Social Contribution Activities
- > Contribution to Youth Development
- > Contribution to Citizens' Activities
- > Volunteer Activities by Sumitomo Riko Group Employees
- > Activities of Sumitomo Riko Group Overseas
- > Contribution to Diversity
- > Contribution to Building Communities

Employees, Local Communities



## Contributing to Society by Leveraging the Vitality of Citizen's Activities Organizations

There is a limit to how much we can do to directly address the key issues of our social contribution activities. Therefore, we will promote five activities by supporting citizen's activities through grant programs and other means, and will also contribute to the development of citizen's organizations. The grant system is intended to be a "network-type" system that is rooted in each region.

## Sumitomo Riko "Dream, Town, and People Development Grant" - SDGs Community Development Support Program



Under the theme of "A city where everyone wants to live," we are implementing a grant program for organizations that are engaged in municipal (town) activities that will help achieve the SDGs in the five priority areas of Sumitomo Riko's social contribution activities.

Under this program, grants are awarded to four projects in the "Dream Building Start" category, which supports new or small-scale activities, and to two projects in the "Town and Human Development" category, which supports activities that are of public interest or of a large scale. The projects submitted to the program are reviewed by a panel of judges consisting of experts, non-profit organizations, 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." Since 2020, we have been supporting citizen's 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 General Incorporated Asso Machi Terrace Works, expanding the number of grant areas to four.

To date, a total of 208 grants have been awarded to projects applied for by organizations in each region.

We plan to continue this program in the future in regions where Sumitomo Riko Group has production bases to further increase the scope of our support.

We will announce grant applications either at our company or at the organizations with which we collaborate.

## 第12回 住友理工「夢・街・人づくり助成金」事業

2023年度採択団体・2022年度奨励団体(2023.11.25/公開審査会)



## Support for the Project to Nurture Creators of a Sustainable Society



Our company is a co-sponsor of this project. The purpose of this project, sponsored by Aichi Prefecture, is to expand the possibilities of activities by encouraging NPOs in Aichi prefecture to promote the SDGs to solve social issues, and to "foster the creators of a sustainable society in which diverse actors support local activities throughout society" by promoting collaboration between NPOs and companies, universities, and other organizations that are working on the SDGs. In addition, as a sponsor, Sumitomo Riko introduced case studies of its initiatives and provides donations based on the results of the "NPO Award," in which the general public in Aichi Prefecture votes for the best proposals made by participating NPOs. Thus, we are working on fostering NPOs and "fostering people" in order to create a sustainable society.



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# Volunteer Activities by Sumitomo Riko Group Employees

Social Contribution

- > Management of Social Contribution Activities
- > Contribution to Youth Development
- > Contribution to Citizens' Activities
- > [Volunteer Activities by Sumitomo Riko Group Employees](#)
- > Activities of Sumitomo Riko Group Overseas
- > Contribution to Diversity
- > Contribution to Building Communities

Employees, Local Communities



## Activities that are valued by the local community and bring joy to the employees

Sumitomo Riko aims for activities in which each and every employee participates. By supporting the volunteer activities of our employees, we are creating a system in which they are valued by society and in which they can gain their own pleasure.

## 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, participates in projects organized by other organizations, and performs volunteer activities for civil activities organizations.

Currently, the Komaki Club and six other regional clubs across Japan have more than 1,400 members (as of the end of March, 2024) engaged in a variety of 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. One Attaka point is equivalent to 10 yen, which allows for various organizations to 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, as well as information pertaining to the club. The website also includes information regarding external organizations, and also does matching.

\*From FY2024, we plan to renew the structure of the "Sumitomo Riko Attaka Club" (scope of activities, target participants, and matching site).



## General Incorporated Foundation "The Sumitomo Riko Attaka Fund"

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 can be 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 help disaster victims.

While we have supported various projects and activities in the past, since 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 450 (as of the end of March 2024). The Fund became a "General Incorporated Foundation" in November, 2014.

## 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 their 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 1,016,140 yen and 50,807 meals (as of March 2024). This initiative also contributes greatly to the “SDGs”, the 17 sustainable development goals set by the United Nations to be achieved by 2030.



	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Amount of Money (yen)	130,540	38,020	68,560	83,380	98,980
Number of Meals	6,527	1,901	3,249	4,169	4,949

## Volunteer Leave and Leave-of-absence System

Sumitomo Riko established a volunteer leave, and leave-of-absence system in 1999, in which 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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[Access map >](#)

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

Recruitment  
News  
Topics



# Activities of Sumitomo Riko Group Overseas

Social Contribution

- > Management of Social Contribution Activities
- > Contribution to Youth Development
- > Contribution to Citizens' Activities
- > Volunteer Activities by Sumitomo Riko Group Employees
- > Activities of Sumitomo Riko Group Overseas
- > Contribution to Diversity
- > Contribution to Building Communities

Employees, Local Communities



## Developing Unique Activities as a Global Company in each country based on Our 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 the Employee Volunteer Program "Social Energy SumiRiko" at SRK-P, Poland

SumiRiko Poland Sp. z o.o. (SRK-P) has been conducting the employee volunteer activity "Social Energy SumiRiko" (Spoleczna Energia Sumiriko) since 2011 with the aim of employee participation in social contribution activities. This program aims to support employees who are engaged in volunteer activities in various areas of the local community and provides financial support for projects planned and formulated by employees in cooperation with local schools, NGOs, and other organizations, after internal selection by SRK-P.

A total of six projects were held at the Wolbrom plant in FY2023, including a workshop on climate change with 45 employee volunteers, renovation of an old locker room at a school, and field trip attendance for children at an orphanage. In addition, 47 volunteers at the Zagorz plant



participated in nine projects, including garden therapy with the intellectually disabled, a tour of the Christmas tree ornament museum, and a safety event at a family picnic with firefighters. In addition, the plant actively participates in humanitarian aid activities and support for animal shelters, with a total of 384 employees volunteering at SRK-P in FY2023. We were able to achieve our annual volunteer goal. SRK-P will continue to actively promote volunteer activities by its employees that are closely connected to the community.



# Scholarship Program at Group Companies in China

With the aim of contributing to the youth of the Sumitomo Riko Group in China and providing international support, we launched a scholarship program in 2011. Tokai Rubber (Jiaxing) Co., Ltd. provides scholarships to students with excellent grades and financial difficulties at the Tongji Zhejiang College, which is a local university. In addition, Tokai Rubber (Tianjin) Co., Ltd. provides scholarships to 25 outstanding high school and middle school students with financial difficulties who are enrolled in the No. 1 Middle School, which is located in the locality of the plant.



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[Inquiry](#)

### Products

- Automotive (Mobility)
- Infrastructure
- Housing Environment
- Electronics
- Healthcare
- Product Catalog

### Research and Development

- The Power of Materials × CASE
- Our Mission
- Our R&D
- Intellectual Property Rights

### Our Company

- Business Policy
- Company Profile
- Corporate History
- Executive Management
- Management System
- Organization Chart
- Business Locations
- Global Network
- Video/Ad Library
- Manga: Sumitomo Riko's Business

### IR

- IR News
- Management Policy
- Financial and Business Results
- Highlights
- IR Library
- Stock Information
- Share Accounting Information

### Sustainability

- Recruitment
- News
- Topics



# Governance (G)


[Corporate Governance](#)

[Compliance](#)

[Risk Management](#)


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[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog


[Research and Development](#)

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

Video/Ad Library  
Manga: Sumitomo Riko's Business

# Corporate Governance

Governance (G)

[> Corporate Governance](#)
[> Compliance](#)
[> Risk Management](#)

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



Our corporate governance recognizes our responsibility to all stakeholders and aims to achieve sustainable growth and increase corporate value over the medium to long term through efficient and sound management based on the Sumitomo Spirit with “Banji-nissei,” “Shinyo-kakujitsu,” and “Fusu-furi” as the guiding principles.

Related information [Management System](#)

## Basic Philosophy of Corporate Governance

Sumitomo's business has been conducted based on the "Monjuin Shiigaki," the business principles written by Masatomo Sumitomo, the founder of the Sumitomo family about 400 years ago, and spiritual basis of the "Sumitomo Spirit," which has been deepened and developed by Sumitomo's predecessors over many generations.

In order to support sound risk-taking in response to changes in the business environment, Sumitomo Riko will strengthen its governance functions, focusing on enhancing the functions of the Board of Directors.

Based on our management strategy and management issues, we will disclose financial and non-financial information in a timely and appropriate manner to our shareholders and other stakeholders with whom we share growth opportunities and risks. We will also establish a system for management to engage in constructive dialogue with shareholders. In the governance of Sumitomo Riko, a special committee consisting solely of outside directors and outside Audit & Supervisory Boards will be established to discuss and review any important transactions or actions that cause conflicts of interest between the parent company and minority shareholders in order to maintain a sound relationship with the parent



company in consideration of the common interests of shareholders.

[Related information](#) [The Sumitomo Spirit / Sumitomo Riko Group Management Philosophy](#)

# Outline of Corporate Governance Structure

[Corporate Governance Structure Chart >](#)

## Approach to the Structure of the Board of Directors

The composition of the Board of Directors is determined from the perspective of whether it can appropriately fulfill its management monitoring and supervisory functions based on Sumitomo Riko's business fields, business environment, and business scale. Specifically, the Board of Directors shall appoint appropriate persons based on their expertise, independence, gender, and internationality. The current Board of Directors consists of 8 Directors (including 3 Outside Directors) and 5 Audit & Supervisory Board Members (including 3 Outside Audit & Supervisory Board Members), and is of an appropriate size to enable substantive discussions while ensuring a balance between the number of internal and external Directors and the expertise required to cover all business fields. The expertise and experience of each Director and Audit & Supervisory Board Member are listed below.

[Related information](#) [Governance Performance Data](#)

[Related information](#) [Executive Management](#)

### Expertise and Experience of Directors and Audit & Supervisory Board Members

Position and Name	Expertise and Experience					
	Management	Technology Development	Manufacturing/ MONOZUKURI	Finance/ Accounting	Legal/ Risk Management	Human Resources/ Diversity & Inclusion
Representative Director and President and CEO Kazushi Shimizu	○	○				○
Director and Senior Managing Executive Officer Shinichi Waku	○	○	○			
Director and Senior Managing Executive Officer Hideo Yamane	○			○	○	○
Director and Senior Managing Executive Officer Hideyoshi Yasuda	○		○			○
Director and Managing Executive Officer Katsuhisa Yano	○	○	○			

Outside Director Masaaki Iritani	○				○	
Outside Director Shigeru Hanagata	○				○	
Outside Director Mariko Miyagi	○					○
Audit & Supervisory Board Member Hirohisa Maeda	○			○	○	
Audit & Supervisory Board Member Takanobu Nanno	○	○	○			
Outside Audit & Supervisory Board Member Hakaru Hyakushima	○			○	○	
Outside Audit & Supervisory Board Member Tatsuko Koike	○				○	○
Outside Audit & Supervisory Board Member Reiko Matsuda	○			○		○

## Procedures for Selection and Dismissal of Directors and Audit & Supervisory Board Members

Directors who execute operations shall be selected from among those who are well acquainted with Sumitomo Riko's management and business, and who are capable of performing their duties as members of Sumitomo Riko's management team to meet the expectations of shareholders. For Outside Directors and Audit & Supervisory Board Members, Sumitomo Riko appoints persons with advanced knowledge and abundant experience, such as lawyers, certified public accountants, experienced managers, academic experts, and government officials, as well as persons with knowledge in medium-term management issues (globalization or new business development).

Since Sumitomo Riko is also a so-called "listed subsidiary," several highly independent persons shall be appointed as Outside Directors.

In order to enhance objectivity, the Nomination and Remuneration Advisory Committee, an advisory body to the Board of Directors, reports on matters to be brought up for discussion at the General Meeting of Shareholders under the criteria for the election and dismissal of directors, and the Board of Directors respects these reports.

Furthermore, to ensure transparency and fairness in the selection and dismissal process, the following criteria have been established.

### Selection Criteria for Directors in General

- ①The Director must have a deep understanding of the "Sumitomo Spirit," the "Sumitomo Riko Group Management Philosophy," and the "S.E.C.Q.," which is the basis of the Group's business operations, and must have the qualities and abilities to contribute to the medium- to long-term and sustainable enhancement of the Group's corporate value, based on the management strategies, business characteristics, etc. of the Group.
- ②The director must have physical and mental health that will not significantly hinder the performance of his/her duties as a director.
- ③The director must possess excellent character, dignity, ethics, and integrity (sincerity, seriousness and integrity)
- ④The director must have experience in a leadership role, abundant practical experience, and an outstanding managerial record.
- ⑤The director must possess rich managerial knowledge, and have excellent leadership, objective judgment, logical thinking, insight, foresight, and communication skills.
- ⑥The director must not have any interests that would influence the execution of his/her duties as a director.
- ⑦The director must not fall under any of the disqualifications for directors as stipulated in Article 331, Paragraph 1 of the Companies Act.
- ⑧The director must possess the other qualities required of directors from the standpoint of corporate governance.

### Selection Criteria for Non-Outside Directors

①The director must possess a wealth of knowledge, ability, expertise, experience, and track record in business and operations, and be able to make decisions based on a bird's-eye view of not only his or her own area of jurisdiction and responsibility but also the overall operations of the Group.

#### **Selection Criteria for Outside Directors**

- ①The outside director must have high level of knowledge and extensive experience, as well as knowledge of the Group's medium-term management issues, etc.
- ②The outside director must be able to provide appropriate advice and recommendations from an independent and objective standpoint in a fair and transparent manner to the Board of Directors in its decision-making process.
- ③The outside director must have the ability to monitor and supervise management from an independent and objective standpoint through the selection and dismissal of officers and other important decisions of the board of directors.
- ④The outside director must be able to monitor and supervise conflicts of interest between the Company and its management, controlling shareholders, etc., from an independent and objective standpoint.
- ⑤The outside director must have the ability to reflect the opinions, expectations, etc. of minority shareholders and other stakeholders in the Board of Directors from an independent and objective standpoint, particularly in light of the fact that the Company is a listed subsidiary.

#### **Dismissal Criteria for Directors in General**

- ①In the event of serious violation of laws and regulations, the Articles of Incorporation, public order and morals, or misconduct, etc.
- ②In the event of negligence of duty as a director or damage to the corporate value of the Company's group.
- ③When it becomes difficult for a director to continue his/her duties as a director due to health reasons, etc.
- ④If a director becomes subject to any of the disqualification grounds for directors stipulated in Article 331, Paragraph 1 of the Companies Act or other relevant laws and regulations.
- ⑤Other cases in which the director is not recognized as having the qualities specified in the appointment criteria.

## **The Ideal Image of a President**

In order to ensure transparency and fairness in the process of selecting the President, our company has defined the "ideal President" and clarified the necessary qualifications. These will be evaluated through annual reviews and updated as needed.

#### **The Ideal Image of a President**

- ①A person who truly embodies the Sumitomo Spirit, looks to the future, and, under a clear vision, focuses on improving the wellbeing of employees who work together with us, creates new social value by simultaneously improving both the corporate value and the public value of our Group.
- ②A leader who will lead the entire Sumitomo Riko Group into the future while maintaining high ethical standards, taking on challenges boldly, adapting quickly to change, and collaborating with diverse stakeholders, while preserving the sound corporate culture of the Group and being innovative and free from preconceived ideas.

## **Evaluation of Board of Directors' Effectiveness**

At least once each year, the Board of Directors of Sumitomo Riko analyzes and evaluates the effectiveness of the Board of Directors at a Board of Directors meeting or other meetings.

Please refer to the Corporate Governance Report (\* Japanese) for the results of the evaluation.

Related information [Corporate Governance Report \(Japanese only\)](#)

## **Compensation for Directors and Audit & Supervisory**



# Board Members

Compensation for Directors is linked to shareholder returns so that it fully functions as an incentive to sustainably increase corporate value. And in determining the compensation of individual Directors, our basic policy is to set an appropriate level based on the responsibilities of each position. Specifically, compensation for Directors (excluding Outside Directors) consists of base compensation as fixed compensation and bonuses as performance-linked compensation, etc. Outside directors are paid only base compensation as fixed compensation in order to ensure their independence.

Based on the resolution of the Board of Directors, the Chairperson of the Board (or Representative Director and President & CEO in the event of a vacancy in the office of the Chairperson of the Board) shall be delegated the authority to determine the amount of base compensation for each Director and the allocation of bonuses based on the evaluation of the performance of the businesses for which each Director (excluding Outside Directors) is responsible, and the amount thereof.

The Chairperson of the Board (or Representative Director and President & CEO in the event of a vacancy in the office of the Chairperson of the Board) shall consult with the Nomination and Remuneration Advisory Committee and obtain its report in order to exercise such authority appropriately, and shall decide these matters respecting the content of said report.



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[Access map >](#)

[Inquiry](#)

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

**Recruitment**  
**News**  
**Topics**

# Compliance

[Governance \(G\)](#)[> Corporate Governance](#)[> Compliance](#)[> Risk Management](#)

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 of "Banjinissei", "Shinyo-kakujitsu" and "Fusu-furi". We have positioned "compliance" as the basis of our manufacturing spirit and business operations, aiming to fulfill the Group's 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. We 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 that these activities will serve as the foundation for the Group's steady growth toward becoming a "Global Excellent Manufacturing Company" and will contribute to the "Creation of Social Value" for the Group by improving both "Corporate Value" and "Public Value" as stated in our long-term vision "2029 Sumitomo Riko Group Vision (2029V)".

We would like to ask all of our stakeholders for your understanding of our Group's compliance efforts and for your further support in the future.



Hideo Yamane  
Chairperson of Compliance Committee  
Director and Senior Managing Executive  
Officer

Related information

[The Sumitomo Spirit / Sumitomo Riko Group Management Philosophy](#)

## Basic Approach to Compliance

The Sumitomo Riko Group is developing and operating a compliance structure based on the Sumitomo Spirit. We hope to fulfill the aim of practicing management that meets the expectations of all stakeholders by seeking "Creation of Social Value" with the enhancement of our "Corporate Value" and "Public Value." We are placing particular importance on responding to the risk of violating laws and regulations which accompany 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 Senior 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. These items include "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. Concerning important laws and regulations such as competition law and anti-corruption law, we conduct annual training for managers of group companies around the world to respond to local conditions, and all managers at each site around the world have participated in the training.

#### **\* 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.

Related information [Governance Performance Data](#)

Related information [Compliance with Environmental Laws and Regulations](#)

## 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. There are contact points for 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.

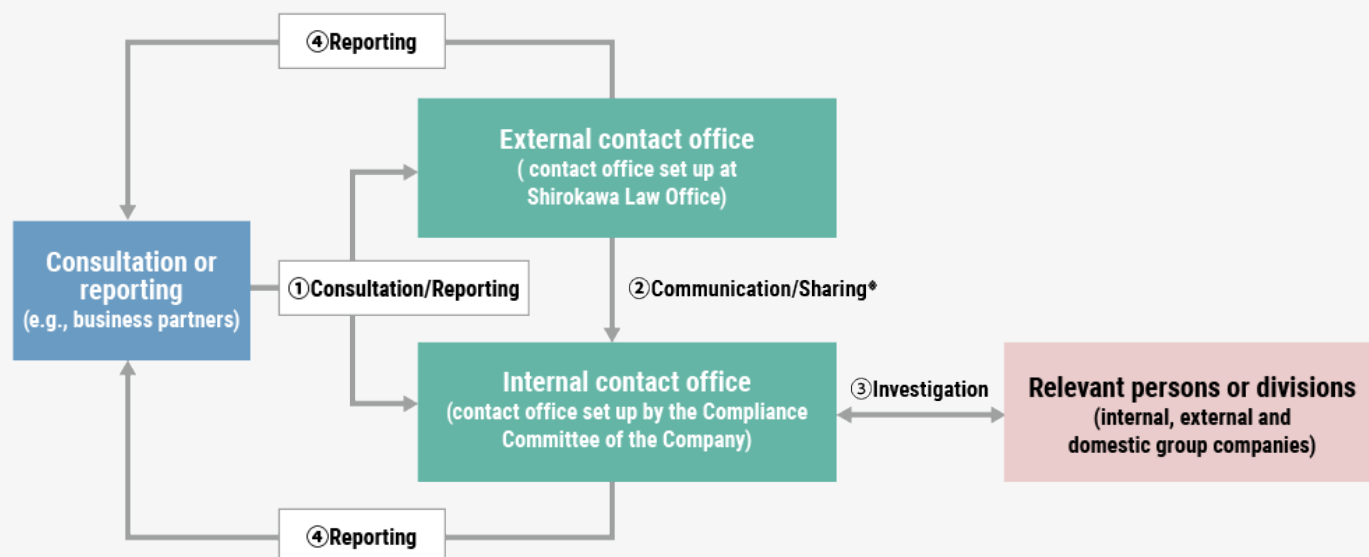
#### **\*Bad News First & Thanks**

The Sumitomo Riko Group's slogan means that managerial personnel and managers should feel free to report bad news first and not fear repercussions because 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 Consultation and Reporting Contact Points

The Compliance Committee has established a contact point at a law firm and within the Company to receive internal reports from the Company and domestic Group companies, and a global hotline as a contact point for overseas Group companies. In addition, we have established a contact point on our website that can be used by people outside the Company, such as our business partners. Whistleblowers will not suffer any disadvantages as a result of reporting.

Related information [Compliance Consultation and Reporting Service](#)



\*In the event that a consultation or report is made to the external contact, the report will be shared with the internal contact, and the internal contact will conduct the investigation, etc. The external contact point will report the results of the investigation, etc. to the person who consulted or reported the matter.

\*The figure shows the consultation system in Japan. For overseas group companies, hotlines have been set up in each region.

The figure below shows the number of reports received by the Compliance Consultation and Reporting Service. All reports are investigated promptly and carefully, while protecting the personal information and confidentiality of the informant. If a compliance violation or a serious situation that could be a breeding ground for such a violation is found, necessary corrective measures are taken to ensure that the situation is corrected.

	FY2021	FY2022	FY2023
Number of cases	26	32	42

## Compliance Review Day Initiatives

On January 25, 2012, the Company and its employees were reported to the Public Prosecutor's Office on the grounds of violating the notification obligation under the Industrial Safety and Health Act at the Matsusaka Plant. The issues raised included prioritizing production over legal compliance, and delays in reporting and responding to violations of laws and regulations that were recognized in the worksite.

In order to keep the lessons learned from this experience alive, we have designated January 25 of every year since that incident as "Compliance Review Day," and have taken measures such as sending out a message from the President, lectures by outside experts, reporting the results of a compliance survey of all employees in Japan, and providing basic knowledge education.

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.

In this issue, the lessons of "Bad News First & Thanks" were used to apply prompt reporting and response to the authorities. On the other hand, the problem of insufficient recognition by some employees of the need to ensure reliability of records and reports became apparent.

Therefore, since 2017, in addition to "S.E.C.Q. (Safety, Environment, Compliance, and Quality)" and "Bad News First & Thanks," which are the basics of our business operations, we have also made thoroughness in "reliability of records and reports" an objective of "Compliance Review Day" to strengthen efforts to learn from past incidents.

Related information [Governance Performance Data](#)

## 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 our 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 clearly stated in the Sumitomo Riko Group Global Compliance Conduct Guidelines, and specific measures are made into Group-wide rules through regulations, which are disseminated through annual training programs conducted worldwide. When starting transactions with third parties such as agents and consultants, we check the appropriateness of their contents (due diligence), and also check the daily payment management process from the viewpoint of anti-corruption.

The Sumitomo Riko Group accepts reports of corrupt acts or the threat of corrupt acts at the Compliance Consultation and Reporting Service mentioned above and has established a system that can promptly respond to any reports made. To date, there have been no reports of serious corrupt acts that could affect the continuation of business.

Related information

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Inquiry

Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
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Product Catalog

Research and Development

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Our Mission  
Our R&D  
Intellectual Property Rights

Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

Sustainability

Recruitment  
News  
Topics



# Risk Management

[Governance \(G\)](#)
[> Corporate Governance](#)
[> Compliance](#)
[> Risk Management](#)

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


## Basic Approach and System of Risk Management

[Related information](#)   [Management System](#)

## Risk Management Initiatives

We classify risks surrounding the company by category and implement an annual survey of domestic and overseas group companies to determine which risks have the greatest impact on management. The results of the survey are shared with the Risk Management Committee, and important risks that should be addressed by the entire group are selected and prioritized for action.

### Risk Categories List

Domain	Risk Categories
 <b>Transactions and legal</b>	Violation of antitrust laws, unauthorized trade, bankruptcy of business partners, violation of subcontracting acts, contract troubles, trade restrictions, etc.

<b>Society and economy</b>	Change in market conditions and customer needs, fluctuation of interest rate, exchange rate and stock price, etc.
<b>Natural phenomenon</b>	Earthquakes, wind and flood damage, lightning strikes, land subsidence, etc.
<b>Politics</b>	War, terrorism, riots, stricter regulations, antisocial forces, etc.
<b>Technology</b>	Delay in technological innovation, technology obsolescence, etc.
<b>Management and internal control</b>	Insider trading, Non-disclosure of important material facts, tax evasion/underreporting, failure of business strategy, public relations failure, intellectual property infringement, shareholder derivative suits, etc.
<b>Finance</b>	Fictitious accounting, insufficient funds, etc.
<b>Products</b>	Product accidents, data impersonation, delay of delivery, insufficient performance, use of prohibited materials, ethical violations in the supply chain, delay in responding to claims, etc.
<b>Employment</b>	Human resource outflows/excesses/shortages, moral degeneration, harassment, illegal employment, scandals, labor-management problems/strikes, etc.
<b>Information</b>	Prolonged system outages, cyber-attacks, information leaks, etc.
<b>Environmental problems</b>	Pollutant leakage, noise/vibration, illegal dumping, violation of environmental laws and regulations, etc.
<b>Safety and health</b>	Injury/disease/mental health of employees, traffic accidents, novel influenza, etc.
<b>Facilities and equipment</b>	Fire/explosion, equipment accident, theft/vandalism, trespassing, etc.
<b>Human rights</b>	Violation of human rights laws and regulations, etc.

Related information

[Framework of Risk Management and Risk Management Cycle](#)

The following are the key risks we are aware of and the measures we are taking (excerpts).

## Business Continuity Risk

### Large-Scale Disaster

We have formulated a Business Continuity Plan (BCP) in order to quickly return to normal business activities in the event of a large-scale disaster such as an earthquake. Starting with the Automotive Anti-Vibration Business Headquarters in 2010, the formulation has now been completed at all domestic bases, including group companies. Currently, we are checking the effectiveness of the BCPs, evaluating the linkage of each BCPs and conducting drills for further spiral improvement.

In 2018, we also began creating a disaster initial response plan focusing on initial measures in the event of a large-scale disaster. We are conducting drills based on the prepared plan to improve the effectiveness of the plan. Furthermore, we are collaborating with the purchasing division to share information on the status of procurement in the event of a disaster or accident.

### Infectious Diseases

Based on the knowledge gained from the countermeasures against the new coronavirus infection, we have formulated the "Sumitomo Riko Group Action Plan for Countermeasures against New Infectious Diseases" by completely revising the existing "Sumitomo Riko Group Action Plan for Countermeasures against Highly Virulent New Influenza". Thus, we are working to expand our crisis management system to include the spread of new infectious diseases in addition to existing infectious diseases.

From now on, we will work to strengthen the Group's infectious disease countermeasures and business continuity by spreading the action plan throughout the Group, including overseas companies.

## Information Security Risks

## Protection of Personal Information

In accordance with the "Personal Information 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 response to the EU General Data Protection Regulation (GDPR) and other trends of strengthening regulations worldwide, we are working on measures to review legal systems in each country and region, and are strengthening personal information management systems throughout the Group.

Related information

[Personal Information Protection Policy](#)

## Information Security Basic Policy

The Sumitomo Riko Group has established the Basic Policy on Information Security to maintain and improve information security, which is one of the most important issues in our business activities, in order to become a "Global Excellent Manufacturing Company" that is needed worldwide and to continue to be a company that is trusted by our customers and society.

### 1. Establishment of Rules for Information Security

The Group shall establish and comply with rules, guidelines, and other regulations in order to appropriately manage information assets in accordance with the risks they pose in the course of conducting business.

### 2. Information Security Management Structure

The Group shall promote organizational, personnel, technical, and physical information security measures by establishing a company-wide information security management system led by a director who is responsible for information security.

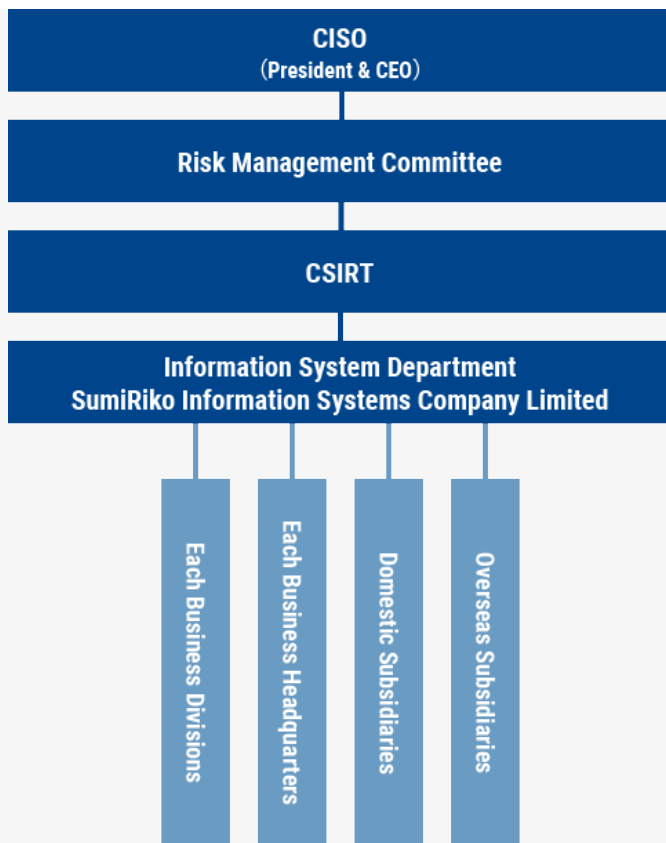
### 3. Information Security Education

The Group shall provide education on information security to directors and employees to improve their information security literacy.

### 4. Continuous Information Security Management

The Group shall strive to continuously improve and enhance information security in response to changes in laws and regulations, changes in the social environment, and changes in information security risks, as well as to maintain and improve security measures.

## Information Security Management System



In order to address information security measures on a company-wide basis, under the Chief Information Security Officer (CISO), who oversees information security measures, the Group has established a "Risk Management Committee" to determine and address management risks, and the "Computer Security Incident Response Team (CSIRT\*)" to respond to information security incidents such as data corruption and information leaks due to cyber-attacks, we have established a system to prepare for cyber risks.

\*Computer Security Incident Response Team

## Implementation of Information Security Measures

In response to the demand for reform of the IT utilization environment, such as DX, work style reforms, and the use of cloud services, we are striving to improve employee IT literacy and reduce security risks.

### Main Activities:

- Establishment of rules and guidelines to maintain information security
- Information security education (group education, e-learning, etc.) and targeted e-mail training
- Vulnerability assessment of critical systems
- Training on how to respond to security incidents

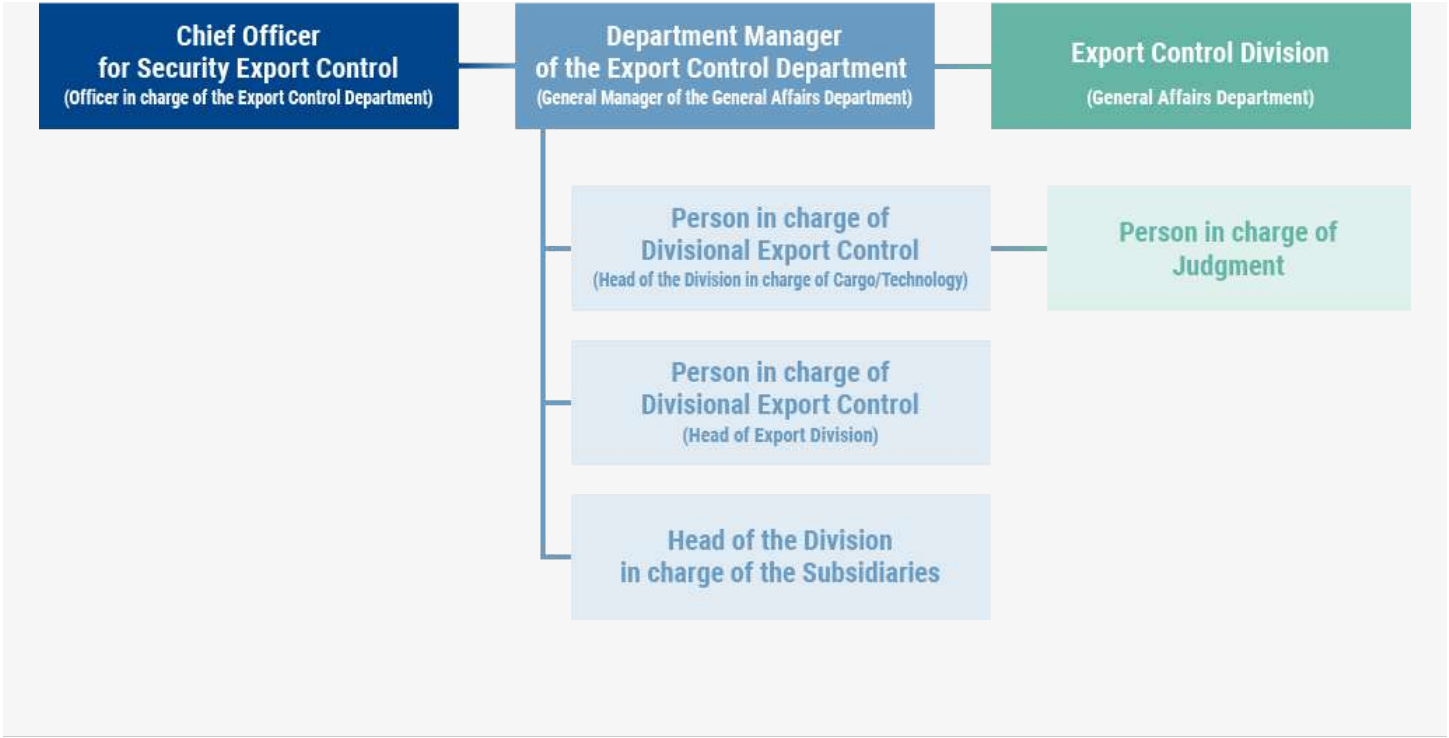
## Security Export Control Risks

In order to comply with export regulations for the purpose of international security, we have established internal rules for export control and an export control system with the Director as the Chief Officer.

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

For employees involved in export operations, mainly in each division within the company, regular training based on the latest case studies is conducted to build awareness and acquire knowledge of security export control. In addition, we are constantly monitoring the appropriateness of activities by checking the management status within the company and at affiliates, and sharing information among internal departments and affiliates through the Risk Management Committee to reduce security export control risks for the entire Group.

## Export Control System



**SUMITOMO RIKO**

Global  
Headquarters

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Aichi 450-6316, Japan  
[Access map >](#)

Komaki Head

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Housing Environment  
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Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

**Our Company**

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

**IR**

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Sustainability**

**Recruitment**  
**News**  
**Topics**

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[Environmental Performance Data](#) >[Social Performance Data](#) >[Governance Performance Data](#) >Global  
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[Company Profile](#)  
[Corporate History](#)  
[Executive Management](#)  
[Management System](#)  
[Organization Chart](#)  
[Business Locations](#)  
[Global Network](#)**IR**[IR News](#)  
[Management Policy](#)  
[Financial and Business Results](#)  
[Highlights](#)  
[IR Library](#)  
[Stock Information](#)  
[Share Accounting Information](#)**Sustainability****Recruitment****News****Topics**



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Our Mission  
Our R&D  
Intellectual Property Rights

Video/Ad Library  
Manga: Sumitomo Riko's Business



# Environmental Performance Data

[ESG Data Collection](#)[> Governance Performance Data](#)  
[> Social Performance Data](#)[> Environmental Performance Data](#)

## Environmental Performance Data (FY2023)

\*The quantitative data in this section is assured by a third-party organization.

### Material Balance of Sumitomo Riko Group





\*1 Scope of energy consumption: Sumitomo Riko, 12 domestic companies and 44 overseas companies of Sumitomo Riko Group

\*2 Scope of data on raw material input: Sumitomo Riko and major consolidated subsidiaries

## Breakdown of Raw Materials (sustainable and recycled materials)



## Environmental Performance Data by Region

Item	Unit	Japan	Americas	Europe	China	Asia	Total	Related Pages
Energy Consumption	Million GJ	1.74	1.59	0.65	1.26	0.80	6.04	<a href="#">Responding to Climate Change</a>
GHG Emissions	Thousand t-CO <sub>2</sub> eq	81.3	63.7	17.8	79.5	49.5	291.7	
Waste Discharge	Thousand t	8.2	9.9	4.5	2.5	2.5	27.6	<a href="#">Contributing to a Resource-Recycling Society</a>
Water Consumption	Million m <sup>3</sup>	1.54	0.43	0.73	0.61	0.43	3.76	<a href="#">Responding to Water Risks</a>

\*1 The scope of data includes Sumitomo Riko and its major consolidated subsidiaries. Please refer to the ["Responding to Climate Change"](#) page for the scope of energy consumption and GHG emissions.

## Breakdown of Energy Consumption by Sumitomo Riko Group

Energy Type	Consumption (TJ)
Electricity	4,315
City gas	1,181
LNG	78
LPG	144
Propane gas	5
Heavy oil A	0.3
Heavy oil C	0.5
Diesel oil	12
Kerosene	0.3
Gasoline	0.7
Steam	304
Cold water	0.5
Hot water	0.5
Total	6,041

## GHG emissions in Scope 1, 2, and 3

			FY 2023	Calculation Method
Scope1	Scope1 total		74	energy consumption by type x emission factor <sup>*1</sup>
Scope2	Scope2 total	Market-based	217	energy consumption by type x emission factor <sup>*1 and 2</sup>
		Location-based	241	
		Purchased goods and		amount of raw materials procured by item (weight) x emission factor (average data) <sup>*3</sup>

Scope3	Category 1	services	1,794	amount of parts procured by item (value) x emission factor (data collected from suppliers)
	Category 2	Capital goods	99	capital investment x emission factor per capital goods price (average data)* <sup>4</sup>
	Category 3	Fuel- and energy-related activities not included in Scope 1 and 2	84	energy consumption by type x emission factor (average data)* <sup>3</sup>
	Category 4	Upstream transportation and distribution	23	activity by mode of transport (ton-kilometers) x emission factor (average data)* <sup>4</sup>
	Category 5	Waste generated in operations	9	waste weight by treatment method x emission factor (average data)* <sup>4</sup>
	Category 6	Business travel	3	number of employees x emission factor (average data)* <sup>4</sup>
	Category 7	Employee commuting	12	number of employees x number of working days x emission factor by type of work and city category (average data)* <sup>4</sup>
	Category 8	Upstream leased assets	0	(Emissions from leased assets are included in scope 1 and 2.)
	Category 9	Downstream transportation and distribution	1	product shipments where our company is not the shipper (value) x emission factor (own scenario)
	Category 10	Processing of sold products	103	amount of product shipped (value) x emission factor (own scenario)
	Category 11	Use of sold products	1,307	product weight x emission factor by vehicle drive source* <sup>5</sup>
	Category 12	End-of-life treatment of sold products	9	product weight x emission factor by waste type (average data)* <sup>4</sup>
	Category 13	Downstream leased assets	0	(There are no leased assets to be covered.)
	Category 14	Franchises	-	(We do not engage in franchise business.)
	Category 15	Investments	-	(We are not in the investment or financial business.)
	Scope3 total		3,444	
<b>Total (Scope1+2+3)</b>			3,735	

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

The emission intensity databases used are as follows:

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

\*2 "Emissions Factors 2022", IEA

\*3 "LCI Database IDEA v3.4", National Institute of Advanced Industrial Science and Technology (AIST)

\*4 "Emissions intensity database for calculating greenhouse gas emissions of organizations through supply chains (Ver. 3.4)", Ministry of the Environment, Japan

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

## Environmental Investments

Investment in Environmental Conservation			Economic Benefits (Millions of yen)	Environmental Conservation Benefits
Item	Key Challenges	(Millions of yen)		
Local environmental conservation	Water pollution prevention, etc.	15	-	Improved air and water quality
Global environmental conservation	Global warming mitigation, etc.	166	89*1	Reduction of GHG emissions
Total		181	89	

\*1 Reductions due to GHG reduction activities ×Average unit cost of GHGs calculated from energy costs

## Environmental Data of Each Plant

### Komaki Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Air quality (Main facilities)	Boiler exhaust gas	Soot and dust	g/Nm <sup>3</sup>	0.05	<0.004	<0.004	<0.004
		Sulfur oxides	K-value	9.0	<0.02	<0.02	<0.02
		Nitrogen oxide <sup>*1</sup>	ppm	600	140	67	94
Water quality	Discharged water	PH (Hydrogen ion concentration)	-	5.8~8.6	7.7	7.2	7.5
		BOD (Biochemical oxygen demand)	mg/L	25	3.4	0.9	2.0
		Suspended solids	mg/L	30	9	2	4
		n-Hexane extracted substances	mg/L	5	<1	<1	<1
Amount of PRTR substances (discharged/transferred)			t/Year	–	133/6.5		

Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Aichi prefectural ordinance

\*1 Nitrogen oxide concentration (NOx) regulatory standard have been changed because CGS data is included.

### Matsusaka Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Air quality (Main facilities)	Boiler exhaust gas	Soot and dust	g/Nm <sup>3</sup>	0.10	<0.005	<0.005	<0.005
		Sulfur oxides	K-value	17.5	<0.1	<0.1	<0.1
		Nitrogen oxide	ppm	150	38	22	28
Water quality	Discharged water	PH (Hydrogen ion concentration)	-	5.8~8.6	7.3	6.9	7.1
		BOD (Biochemical oxygen demand)	mg/L	130	57	6	35
		Suspended solids	mg/L	130	9	1	5
		n-Hexane extracted substances	mg/L	5	5	1	3



Amount of PRTR substances (discharged/transferred)	t/Year	–	71.8/22.2
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Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Mie prefectural ordinance

Fuji-Susono Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Air quality (Main facilities)	Boiler exhaust gas	Soot and dust	g/Nm <sup>3</sup>	0.10	<0.01	<0.01	<0.01
		Sulfur oxides	Not applicable for gas-fired boilers only				
		Nitrogen oxide	ppm	150	<10	<10	<10
Water quality	Discharged water	PH (Hydrogen ion concentration)	-	5.8～8.6	7.7	7	7.4
		BOD (Biochemical oxygen demand)	mg/L	25	9.1	0.7	2.4
		Suspended solids	mg/L	50	2.0	1.0	1.3
		n-Hexane extracted substances	mg/L	5	<0.5	<0.5	<0.5
Amount of PRTR substances (discharged/transferred)			t/Year	–	0/2.0		

Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Shizuoka prefectural ordinance

Saitama Plant

There are no emission facilities that fall under the Air Pollution Control Law or the Water Pollution Control Law, and there is no emission or transfer of PRTR substances.

ISO14001 Certification Status (list of certified companies)

Location		Trade Name	Abbreviated Name	Acquisition Status
Japan		Sumitomo Riko Company Limited	—	✓
		SumiRiko Yamagata Company Limited	SRK-YG	Under 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 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	✓
	USA	SumiRiko Ohio, Inc.	SRK-OH	✓
		SumiRiko Tennessee, Inc.	SRK-TN	✓
		S-Riko Automotive Hose de Chihuahua, S.A.P.I. de C.V.	SRK-CHH	✓

Americas	Mexico	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 Africa	Poland	SumiRiko Poland Sp. z o.o.	SRK-P	✓
		SumiRiko Automotive Hose Poland Sp. z o.o.	SRK-HP	Under planning
	Germany	SumiRiko AVS Germany GmbH	SRK-GER	✓
	Czech Republic	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 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	Under planning
	Vietnam	SumiRiko Hose Vietnam Co., Ltd.	SRK-HV	✓
		SumiRiko Vietnam Co., Ltd.	SRK-V	✓
	Thailand	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	✓
		PT. Tokai Rubber Indonesia	TRID	✓

	Indonesia	PT. Tokai Rubber Auto Hose Indonesia	TRHI	✓
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\*This table is as of March 31, 2024.



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<b>Products</b> Automotive (Mobility) Infrastructure Housing Environment Electronics Healthcare Product Catalog	<b>Our Company</b> Business Policy Company Profile Corporate History Executive Management Management System Organization Chart Business Locations Global Network Video/Ad Library Manga: Sumitomo Riko's Business	<b>IR</b> IR News Management Policy Financial and Business Results Highlights IR Library Stock Information Share Accounting Information	<b>Sustainability</b>  <b>Recruitment</b>  <b>News</b>  <b>Topics</b>
<b>Research and Development</b> The Power of Materials × CASE Our Mission Our R&D Intellectual Property Rights			

# Social Performance Data

ESG Data Collection

[> Governance Performance Data](#)
[> Environmental Performance Data](#)
[> Social Performance Data](#)

## Social Performance Data (FY2023)

### Number of employees (FY2023)

Item		Number of employees	Number of Temporary employees	Temporary staffing	Total Number of employees
Domestic total (persons)		5,251	1,037	1,443	7,731
Overseas total (persons)		20,441	1,175	2,953	24,569
	Americas	5,593	650	0	6,243
	Asia	10,858	385	2,517	13,760
	Europe	3,416	10	313	3,739
	Other	574	130	123	827
Sumitomo Riko Group total (persons)		25,692	2,212	4,396	32,300

### Employee Composition by Age Group



Item	FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female
Under 30 years old (persons)	451	136	446	128	514	148
30 to 50 years old (persons)	1,803	396	1,681	385	1,764	402
51 years old or older (persons)	844	60	946	94	762	70
Total (persons)	3,098	592	3,073	607	3,040	620

\*Data covers regular employees of Sumitomo Riko (including those seconded to other companies).

## New Hires and Leavers

Item	FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female
Number of New Hires (persons)	63	17	102	20	125	30
Percentage of New Hires (%)	2.0%	2.9%	3.3%	3.3%	4.1%	4.8%
Number of employees leaving for personal reasons (people)	72	21	105	22	123	32
Ratio of employees leaving for personal reasons (%)	2.3%	3.5%	3.4%	3.6%	4.0%	5.2%

\*The figures are for Sumitomo Riko alone.

## Mid-Career Recruitment Rate

Item	FY 2021	FY 2022	FY 2023
Mid-Career Recruitment Rate (%)	22	49	30

\*The figures are for Sumitomo Riko alone.

## Ratio of Female Managers

Item	FY 2021	FY 2022	FY 2023
Sumitomo Riko	8 persons	8 persons	7 persons
	1.4%	1.4%	1.3%
Global (including consolidated companies)	40 persons	41 persons	249 persons
	9.0%	9.3%	14.7%

\*Sumitomo Riko: Number of key personnel

Global (including consolidated subsidiaries): Number of general managers and above in FY2021 and FY2022; Number of managers and above in FY2023.

## Employment Rate of People with Disabilities

Item	FY 2021	FY 2022	FY 2023
Percentage of employees with disabilities (%)	2.51	2.66	2.70

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

## Annual paid leave

Item	FY 2021	FY 2022	FY 2023
Average annual number of days of paid leave (days)	15.2	16.0	16.4

\*Figures are for Sumitomo Riko only

## Total Labor Hours

Item	FY 2021	FY 2022	FY 2023
Total Labor Hours (average per capita)	2,028	1,964	1,980

\*Figures are for Sumitomo Riko only

## Differences in wages between male and female workers

	FY 2023		
	Regular workers	Non-regular workers	All workers
Sumitomo Riko	64.6%	76.6%	63.9%
Sumitomo Riko Hosetex, Ltd.	82.5%	59.4%	79.7%
SumiRiko Oita Advanced Elastomer Company Limited	-	-	-
SumiRiko Kyushu Company Limited	-	-	-
Tokai Chemical Industries, Ltd.	71.9%	82.4%	70.1%

## Status of System Utilization

### Support for Childcare

Program	FY 2021	FY 2022	FY 2023
On-Site Daycare Center (persons)	35	37	34
Percentage of employees taking childcare leave, etc.	Male : 8%	Male : 21%	Male : 50%
	Female : 100%	Female : 100%	Female : 100%
Percentage of employees taking childcare leave, etc. and leave for childcare purposes	Male : 74%	Male : 87%	Male : 85%
	Female : 100%	Female : 100%	Female : 100%
Shortened Working Hours / Shorter-Hours Flextime (persons)	55	68	66



Flextime for childcare (persons)	77	71	57
Child nursing leave (persons)	18	26	32
Childcare incentive leave (persons)	51	43	39

\*Data covers employees who are directly employed by Sumitomo Riko (excluding those seconded to other companies).

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

Item	FY 2021	FY 2022	FY 2023
Nursing Care Leave (persons)	2	4	4
Shortened Working Hours and Shorter-Hours Flextime (persons)	3	5	4
Short-term nursing care leave (persons)	6	4	7
Nursing Care Flextime (persons)	7	3	3
Use of Professional Consultation Service (cases)	2	1	2

\*Data covers employees who are directly employed by Sumitomo Riko (excluding those seconded to other companies).

## Number of Sumitomo Riko Labor Union members

Item	FY 2021	FY 2022	FY 2023
Number of Union Members/Total Number of Employees (people)	2,958/3,690	2,927/3,680	2,924/3,661

\*Data covers 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.

## Number of Participants in Human Resource Development Programs (FY2023)

Item	Basic and Regular Training	Training by Job Level	Training by Needs	Total
Number of Participants (persons)	78	1,703	45	1,826

\*Data covers Sumitomo Riko and domestic group companies.

## Training Hours

Item	FY 2021	FY 2022	FY 2023
Hours of training per employee (hours)	4.9	5.4	8.2

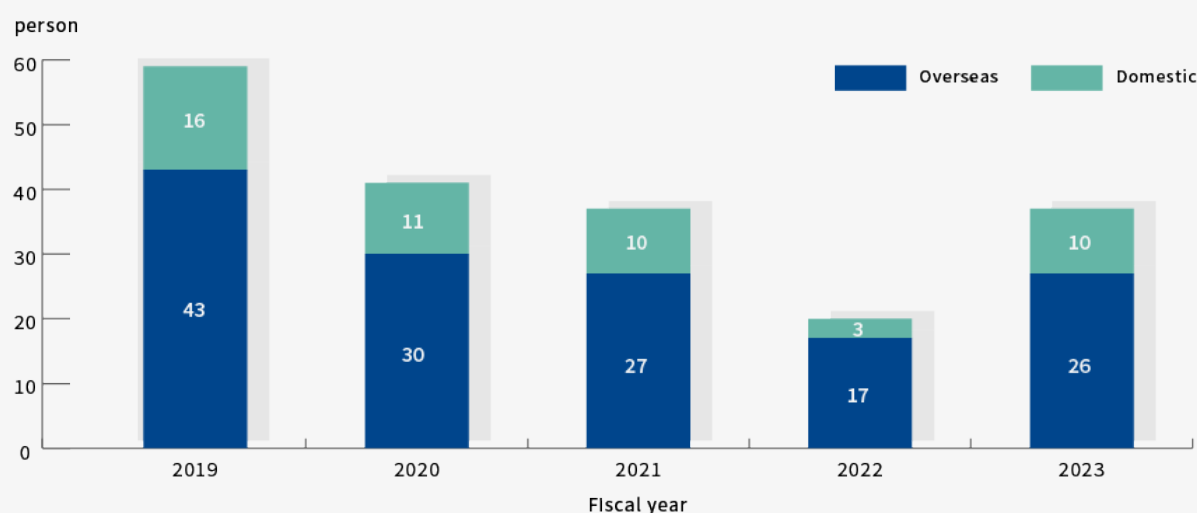
\*This figure is for Sumitomo Riko. (Calculated as total training hours per year divided by the number of non-consolidated employees of Sumitomo Riko as of the end of the relevant fiscal year)

## Social Contribution Expenditure

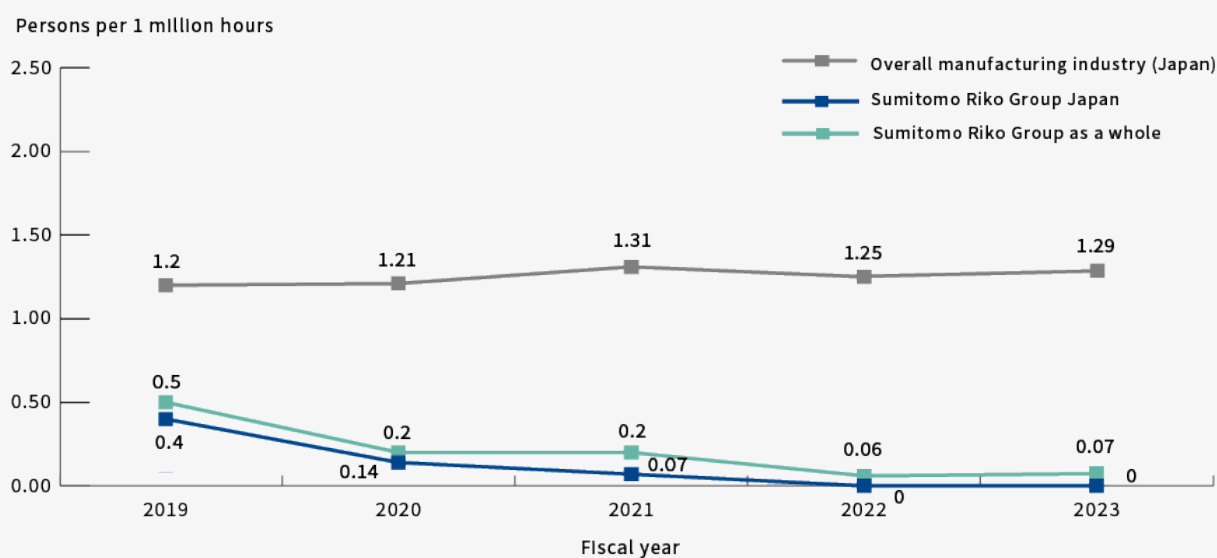
Item	FY 2021	FY 2022	FY 2023
Total Expenditures (million yen)	28	54	67
Of which, total amount Donations (million yen)	15	40	49

※The figures are for Sumitomo Riko alone.

## Number of Workers injured in Industrial Accidents



## Frequency Rate of Lost Worktime due to Industrial accidents



\*Lost worktime injury frequency rate...Number of lost worktime injuries per million total working hours

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

## Health Policy Indicators

Item	FY 2021	FY 2022	FY 2023	FY 2025 Target
Presenteeism <sup>*1</sup>	-	-	-	80%
Absenteeism -Rate of days lost from work due to illness (overall) <sup>*2</sup>	0.54	0.65	0.59	0.45
Absenteeism -Rate of days lost from work due to illness (for mental health reasons) <sup>*2</sup>	0.42	0.46	0.46	0.27
Percentage of those who took leave due to mental illness (for one month or longer)	0.97%	1.3%	1.3%	Less than 1%
Work engagement <sup>*3</sup>	2.26	2.26	2.32	2.5
Percentage of high-stress workplaces (overall health risk 120 or more)	10.8%	8.1%	8.2%	Less than 2%
Percentage of high-stress workplaces (overall health risk 150 or more)	2.4%	1.2%	0.8%	0%
Percentage of employees maintaining an appropriate weight (BMI 18.5–24.9)	65.8%	66.1%	66.5%	70.0%
Percentage of those who are at risk of hypertension (systolic blood pressure of 160mmHg or higher)	2.2%	2.9%	2.3%	2.0%
Percentage of those who are at risk of hyperglycemia (fasting blood sugar of 200 or more or HbA1c of 8.0 or more)	0.7%	0.6%	0.8%	0.5%
Percentage of those who are at risk of low liver function (AST or ALT of 100 or more)	1.4%	1.3%	1.4%	1.0%
Percentage of those who smoke	29.9%	28.9%	27.8%	Less than 20%
Routine exercise (percentage of those who exercise twice a week and for at least 30 minutes or more each time)	22.5%	24.4%	24.7%	30% or more
Skipping breakfast (percentage of those who skip breakfast less than three times a week)	75.6%	75.9%	75.9%	80%
Sleep (percentage of those who get enough sleep)	63.3%	64.3%	65.2%	70%
Alcohol consumption (percentage of those who drink less than 1 standard drink per day)	67.6%	64.2%	67.2%	70%
Those to whom three or more of the five items above apply <sup>*5</sup>	68.7%	70.5%	70.2%	75%
Those to whom four or more of the five items above apply	34.9%	35.5%	36.8%	40%
Those to whom five of the five items above apply	6.3%	6.7%	7.1%	8.0%
Percentage of registrations for the health promotion apps (Pep Up)	30.3%	33.2%	35.3%	45%
Number of participants in training on health improvement	2,237	3,266	5,098	3,000 or more
Rate of participation in walking events	12.2%	14.6%	14.1%	20%
Response rate of stress checks	92.4%	94.2%	96%	95%
Rate of regular health checkups gotten	100%	100%	100%	100%
Rate of colorectal cancer screening tests taken	-	-	85%	85%
Examination rate for those who need retesting	-	-	87.4%	80%
Rate of employees receiving health guidance	-	-	80.6%	80%

<sup>\*1</sup> Presenteeism...Measured by SPQ (University of Tokyo 1-item version) FY2024 results: 77.4% (survey started in FY2024)

\*2 Absenteeism...Rate of days away from work due to illness [%]=Number of days away from work due to illness [days]/(Average number of employees [persons] x Prescribed working days [days])

\*3 Work engagement...Calculated as the average of two items related to pride and vitality at work on a 4-point scale.

\*4 Presenteeism and work engagement...3,871 persons measured, response rate 97.3% (FY2024)

Absenteeism...3,915 persons measured, 100% response rate (FY2023)

\*5 Number of items that cleared the following: no smoking, exercise habit, no breakfast missing, rested by sleep, and appropriate drinking habit.


Related information [Health Management Initiatives](#)

## Investment Amount in Employee Health

Items Invested in/Details		Cost Estimate*
Health Investment Implementation System	Health Care System Maintenance	1,200
	Health Checkups	53,800
	Stress Checks	2,400
	Support for Employees Traveling Overseas	8,100
	Measures to Prevent Infectious Diseases	3,600
	Health Support Center Renovation	15,000
Individual Support	Support and Individual Support, from External Experts/Specialist Institutions	4,000
Costs in Health Education	Conducting Seminars, etc.	1,000

\*Excluding Personnel Costs (Amounts Shown in Thousands of Yen)

Related information [Health Management Initiatives](#)



Global Headquarters

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[Access map >](#)

Komaki Head

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[Access map >](#)

Inquiry

Products	Our Company	IR	Sustainability
Automotive (Mobility)	Business Policy	IR News	Recruitment
Infrastructure	Company Profile	Management Policy	News
Housing Environment	Corporate History	Financial and Business Results	Topics
Electronics	Executive Management	Highlights	
Healthcare	Management System	IR Library	
Product Catalog	Organization Chart	Stock Information	
	Business Locations	Share Accounting Information	
Research and Development	Global Network		
The Power of Materials × CASE	Video/Ad Library		
Our Mission	Manga: Sumitomo Riko's Business		
Our R&D			
Intellectual Property Rights			



# Governance Performance Data

ESG Data Collection

[> Governance Performance Data](#)
[> Social Performance Data](#)
[> Environmental Performance Data](#)

## Governance Performance Data (FY2023)

### Executives

Item			FY 2021	FY 2022	FY 2023
Directors	Number of Directors (persons)	Male	5	5	5
		Female	0	0	0
		Total	5	5	5
	Number of Outside Directors (persons)	Male	2	2	2
		Female	1	1	1
		Total	3	3	3
	Total		8	8	8
Audit & Supervisory Board Members	Number of Audit & Supervisory Board Members (persons)	Male	2	2	2
		Female	0	0	0
		Total	2	2	2
	Number of Outside Audit & Supervisory Board Members (persons)	Male	1	1	1
		Female	2	2	2



		<b>Total</b>	3	3	3
	<b>Total</b>		5	5	5

## Board of Directors

Item	FY 2021	FY 2022	FY 2023
Number of Meetings (times)	15	16	15
Attendance rate (%)	98	100	99
Attendance rate of Outside Directors (%)	97	100	99

## Audit and Supervisory Board

Item	FY 2021	FY 2022	FY 2023
Number of Audit & Supervisory Board Meeting (times)	14	16	15
Attendance rate (%)	99	100	100
Attendance rate of Outside Audit & Supervisory Board Members (%)	98	100	100

## Status of Compliance Training

Item	Training Title	Actual results for FY2023
Compliance training participation rate (%)	Competition law and anti-bribery training <sup>*1</sup>	Attendance rate 100% (547 participants)
	Compliance Testing <sup>*2</sup>	Attendance rate 100% (3,376 participants)
	Compliance review day <sup>*3</sup>	Attendance rate 100% (721 participants)
	GGC training <sup>*4</sup>	Attendance rate 100% (1,160 participants)

<sup>\*1</sup> E-learning courses on compliance with competition laws and anti-bribery were provided to directors and employees engaged in sales and procurement operations at Sumitomo Riko and our Group companies in Japan, covering such key issues as the prohibition of corrupt practices and cartels.

<sup>\*2</sup> E-learning was conducted as basic compliance education for directors and employees of Sumitomo Riko and our Group companies in Japan on important topics such as the basics of compliance, prevention of harassment, management of trade secrets, internal reporting system, and Bad News First & Thanks.

<sup>\*3</sup> Conducted seminars and e-learning programs for workplace compliance leaders, such as managers of administrative divisions and managers of production sites at Sumitomo Riko and our Group companies in Japan.

<sup>\*4</sup> Conducted e-learning courses for managers and above at our Group companies in abroad on important topics such as the basics of compliance, compliance with competition laws, anti-bribery, anti-harassment, management of trade secrets, internal reporting system, and Bad News First & Thanks.



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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics

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# GRI Content Index

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

## Universal Standards

<b>Statement of use</b>	Sumitomo Riko has reported the information cited in this GRI content index for the period 4/1/2023~3/31/2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	2-1 Organizational details	<a href="#">Company Profile</a> <a href="#">Global Network</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Global Network</a>
	2-3 Reporting period, frequency and contact point	<b>【Reporting period, frequency】</b> <a href="#">Disclosure Policy and Archives</a> <b>【Contact point】</b> <a href="#">Inquiry</a>
	2-4 Restatements of information	-
	2-5 External assurance	<a href="#">Independent assurance</a> 



**GRI2: General Disclosures 2021**

2-6 Activities, value chain and other business relationships

[Company Profile](#)

[CSR Management on Supply Chain](#)

[CSR Activities on Supply Chain](#)

2-7 Employees

[Sumitomo Riko at a Glance](#)

[Securities Report for FY2023 \(P.9, 33-34, Japanese only\)](#) 

2-8 Workers who are not employees

-

2-9 Governance structure and composition

[Integrated Report 2024 \(P.45-46\)](#) 

[Management System](#)

[Sustainability Management Structure](#)

[Corporate Governance Report \(2024/6/28\) \(P.16, Japanese only\)](#) 

2-10 Nomination and selection of the highest governance body

[Integrated Report 2024 \(P.46-47\)](#) 

[Corporate Governance Report \(2024/6/28\) \(P.2-3, Japanese only\)](#) 

2-11 Chair of the highest governance body

[Corporate Governance Report \(2024/6/28\) \(P.6, Japanese only\)](#) 

2-12 Role of the highest governance body in overseeing the management of impacts

[Sustainability Management Structure](#)

2-13 Delegation of responsibility for managing impacts

[Sustainability Management Structure](#)

[Securities Report for FY2023 \(P.51, Japanese only\)](#) 


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

2-14 Role of the highest governance body in sustainability reporting

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

[Sustainability Management Structure](#)

2-15 Conflicts of interest

[Notice of Convocation of the 136th Ordinary General Meeting of Shareholders \(P.48-49, Japanese only\)](#) 

[Corporate Governance Report \(2024/6/28\) \(P.14\), Japanese only\)](#) 


2-16 Communication of critical concerns

[Management System](#) 

[Integrated Report 2024 \(P.33,37,52\)](#) 

2-17 Collective knowledge of the highest governance body

[Integrated Report 2024 \(P.48-50\)](#) 

[Corporate Governance Report \(2024/6/28\) \(P.3-4, 6-9, Japanese only\)](#) 

2-18 Evaluation of the performance of the highest governance body

[Corporate Governance](#)


[Sustainability Management Structure](#)

[Securities Report for FY2023 \(P.50-51, Japanese only\)](#) 

[Corporate Governance Report \(2024/6/28\) \(P.3-4, Japanese only\)](#) 






2-19 Remuneration policies

[Integrated Report 2024 \(P.47\)](#) 

[Securities Report for FY2023 \(P.63-65, Japanese only\)](#) 




[Corporate Governance Report \(2024/6/28\) \(P.3-4, Japanese only\)](#) 

[Securities Report for FY2023 \(P.63-65, Japanese only\)](#) 

	2-20 Process to determine remuneration	<a href="#">Corporate Governance Report (2024/6/28) (P.3-4, Japanese only)</a> 
	2-21 Annual total compensation ratio	—
	2-22 Statement on sustainable development strategy	<a href="#">Message from the President and CEO</a>
		<a href="#">Integrated Report 2024 (P.7-10)</a> 
	2-23 Policy commitments	<a href="#">The Sumitomo Riko Group Policy on Human Rights</a>
		<a href="#">Sumitomo Riko Group Corporate Action Charter</a>
	2-24 Embedding policy commitments	<a href="#">Sustainability Promotion Structure</a>
		<a href="#">Respect for Human Rights</a>
		<a href="#">Sumitomo Riko Group Supplier CSR Guidelines</a>
		<a href="#">CSR Activities on Supply Chain</a>
	2-25 Processes to remediate negative impacts	<a href="#">Compliance Consultation and Reporting Service</a>
		<a href="#">Promoting Compliance</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Compliance Consultation and Reporting Service</a>
		<a href="#">Promoting Compliance</a>
GRI3: Material Topics 2021	2-27 Compliance with laws and regulations	<a href="#">Promoting Compliance</a>
	2-28 Membership associations	<a href="#">Endorsement of External Initiatives</a>
	2-29 Approach to stakeholder engagement	<a href="#">Communication with Stakeholders</a>
	2-30 Collective bargaining agreements	<a href="#">Good Labor-Management Relations</a>
	3-1 Process to determine material topics	<a href="#">Integrated Report 2023 (P.22)</a> 
	3-2 List of material topics	<a href="#">Three Directions and Materiality toward 2029</a>
		<a href="#">Integrated Report 2024 (P.25)</a> 
	3-3 Management of material topics	<a href="#">Three Directions and Materiality toward 2029</a>
		<a href="#">Integrated Report 2024 (P.28-43)</a> 

## Topic-specific Standards

### Economic

GRI STANDARD	DISCLOSURE	LOCATION
GRI201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">Securities Report for FY2023 (Japanese only)</a> 
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Information Disclosure Based on TCFD Recommendations</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Securities Report for FY2023 (P.67-134, Japanese only)</a> 
	201-4 Financial assistance received from government	<a href="#">Securities Report for FY2023 (P.83, Japanese only)</a> 
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	-

<b>GRI203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	<a href="#">Social Contribution</a>
	203-2 Significant indirect economic impacts	-
<b>GRI204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	-
<b>GRI205: Anti-corruption 2016</b>	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	-
<b>GRI206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
<b>GRI207: Tax 2019</b>	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

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI301: Materials 2016</b>	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	-
<b>GRI302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">Sumitomo Riko Group's Material Balance</a>
		<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-2 Energy consumption outside of the organization	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-3 Energy intensity	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-4 Reduction of energy consumption	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Initiatives to Reduce GHG Emissions in Logistics</a>
<b>GRI303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">Efforts to Reduce Water Consumption</a>
	303-2 Management of water discharge-related impacts	<a href="#">Environmental Data of Each Plant</a>
	303-3 Water withdrawal	<a href="#">Efforts to Reduce Water Consumption</a>
	303-4 Water discharge	<a href="#">Efforts to Reduce Water Consumption</a>



	303-5 Water consumption	<a href="#">Efforts to Reduce Water Consumption</a>
<b>GRI304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Contributing to a Society in Harmony with Nature</a>
	304-2 Significant impacts of activities, products, and services on biodiversity	-
	304-3 Habitats protected or restored	<a href="#">Contributing to a Society in Harmony with Nature</a>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Biodiversity Risk Assessment</a>
<b>GRI305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a>
		<a href="#">Environmental Performance Data (FY2023)</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a>
		<a href="#">Environmental Performance Data (FY2023)</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Initiatives to Reduce GHG Emissions in Logistics</a>
		<a href="#">Environmental Performance Data (FY2023)</a>
	305-4 GHG emissions intensity	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</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="#">Proper Management of Ozone-Depleting Substances</a>
<b>GRI306: Waste 2020</b>	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	<a href="#">Waste Reduction Initiatives</a>
<b>GRI307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	<a href="#">Compliance with Environmental Laws and Regulations</a>
<b>GRI308: Supplier Environmental Assessment 2016</b>	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

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI401: Employment 2016</b>	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>
<b>GRI402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	-
<b>GRI403: Occupational Health and Safety 2018</b>	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="#">Number of Workers injured in Industrial Accidents</a>
		<a href="#">Frequency Rate of Lost Worktime due to Industrial accidents</a>
	403-10 Work-related ill health	-
<b>GRI404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">Training Hours</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Human Resources Development</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	-
<b>GRI405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">Governance Performance Data</a> <a href="#">Social Performance Data</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Securities Report for FY2023 (P.10, Japanese only)</a> 
<b>GRI406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	-

<b>GRI407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
<b>GRI408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Sustainable Procurement of Natural Rubber</a>
<b>GRI409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Sustainable Procurement of Natural Rubber</a>
<b>GRI410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	-
<b>GRI411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	-
<b>GRI412: Human Rights Assessment 2016</b>	412-1 Operations that have been subject to human rights reviews or impact assessments	-
	412-2 Employee training on human rights policies or procedures	<a href="#">Respect for Human Rights</a>
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
<b>GRI413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Social Contribution</a>
		<a href="#">Communication with Stakeholders</a>
<b>GRI414: Supplier Social Assessment 2016</b>	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">Environmental Communication</a>
	414-1 New suppliers that were screened using social criteria	<a href="#">Appropriate Chemical Substance Management</a>
<b>GRI415: Public Policy 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">Approach to Procurement</a>
	415-1 Political contributions	<a href="#">Sustainable procurement of natural rubber</a>
<b>GRI416: Customer Health and Safety 2016</b>	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	-
<b>GRI417: Marketing and Labeling 2016</b>	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	-
<b>GRI418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
<b>GRI419: Socioeconomic Compliance 2016</b>	419-1 Non-compliance with laws and regulations in the social and economic area	<a href="#">Compliance Review Day</a>

## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics



# Disclosure Policy and Archives

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

## Disclosure Policy

### The Purpose

To appropriately disclose information on public value (non-financial) to investors, customers, business partners, students, employees, and other stakeholders, so that they can understand and evaluate the company and enhance its corporate value.

### Page Structure

The page consists of 1) Message from the president and CEO, 2) Our Philosophy, 3) Sustainability Management, 4) Sustainability Activities, (ESG Activity Report); and 5) Sustainability information. As for 4), efforts are made to show the PDCA cycle of activities with reference to the GRI management approach (See GRI Content Index).

Related information [GRI Content Index](#)

### Scope of coverage

From April 1, 2023 to March 31, 2024 (FY2023). However, some of the information includes prior years and FY2024.

### Renewal Date



August 30, 2024

## Report Frequency

Year

## External Standards Reference

GRI (Global Reporting Initiative) and others

[Related information](#) [GRI Content Index](#)

## Sustainability Website archive

[Sustainability Website 2023 \(7MB\)](#) 

[CSR Information Site 2022 \(14MB\)](#) 

[CSR Information Site 2021 \(10MB\)](#) 

[CSR Information Site 2020 \(7MB\)](#) 

[CSR Information Site 2019 \(8MB\)](#) 

[CSR Information Site 2018 \(5MB\)](#) 

\*The "CSR Information Site" has been renamed the "Sustainability Website" since FY2023.

## Integrated Report Archives

[Related information](#) [https://www.sumitomoriko.co.jp/english/ir/integrated\\_report.html](https://www.sumitomoriko.co.jp/english/ir/integrated_report.html)



Global Headquarters JP Tower Nagoya 1-1-1, Meieki, Nakamura-ku, Nagoya-shi, Aichi 450-6316, Japan  
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Komaki Head 1, Higashi 3-chome, Komaki-shi, Aichi 485-8550, Japan  
[Access map](#) >

[Inquiry](#)

### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

Recruitment  
News  
Topics







# Endorsement of External Initiatives

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

## United Nations Global Compact



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

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

We participated in the following working groups (WGs) of the Global Compact Network Japan (GCNJ) in fiscal 2023.

- ESG WG, Environment Management WG, Kansai WG, Supply Chain WG, Human Rights Training WG, Anti-corruption WG, Reporting WG, WEPs WG, Circular Economy WG, DRR (Disaster Risk Reduction) WG, CSV WG

In September 2020, we also endorsed the call of the United Nations Global Compact and signed the "Statement from Business Leaders for Renewed Global Collaboration." This is a statement of determination for all sectors to unite to reduce social divisions and achieve a sustainable future in the face of a range of serious crises, including climate change, economic uncertainty, and social inequality.

Related Information

[Press Release \(434KB\)](#) 

**WE SUPPORT**



## Amnesty International

We revised "the Sumitomo Riko Group Corporate Action Charter" in April 2019, and expressed our commitment to conduct "Business that Respects the Human Rights of all Persons." To put this into practice, as a supporting member of Amnesty International Japan, a global human rights organization, we refer to and work with the UN Guiding Principles on Business and Human Rights.

## 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.



腐敗防止コレクティブアクション

Related information

[Sumitomo Group Global Compliance Action Guidelines](#)

## 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".

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

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

In June 2022, we shared 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".



## Global Platform for Sustainable Natural Rubber (GPSNR)

In July 2022, we joined the Global Platform for Sustainable Natural Rubber (GPSNR\*). There are more than a dozen major raw rubber materials used by our group globally, of which natural rubber alone accounts for more than 40%. By endorsing the GPSNR policy, we will ensure the traceability and sustainability of our natural rubber procurement and aim to provide a stable supply of high-quality products into the future.

\*Global Platform for Sustainable Natural Rubber



Related information [Press Release \(322KB\)](#) 

Related information [CSR Activities on Supply Chain](#)

## Keidanren Initiative for Biodiversity Conservation

In April 2024, Sumitomo Riko joined the "Keidanren Initiative for Biodiversity Conservation" organized by the Keidanren Nature Conservation Council. This is to address the items that comprise the Keidanren Declaration for Biodiversity and Guideline (revised version) proposed by the Japan Business Federation (Keidanren) and the Keidanren Nature Conservation Council, as well as to endorse the overall objective. The Sumitomo Riko Group conducts its business activities using a variety of natural blessings, including natural rubber, air, water, and minerals. Recognizing that we have a responsibility to pass on these natural blessings and the natural environment to future generations without destroying them through our business activities, we will continue to expand the scope of our activities to neighboring areas and throughout our supply chain in order to coexist with nature and preserve biodiversity.

Related information [Contributing to a Society in Harmony with Nature](#)

**Products**

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

**Research and Development**

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

**Our Company**

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

**IR**

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

**Sustainability****Recruitment****News****Topics**

# External Evaluation

## EcoVadis



Sumitomo Riko has been rated in the top 50%, or Bronze, of EcoVadis' (headquartered in France) 2023 Sustainability Survey. More than 130,000 companies worldwide have been evaluated by EcoVadis on four non-financial themes: environment, labor and human rights, ethics, and sustainable procurement. We will continue to focus on sustainability initiatives to drive further performance improvement.

## CDP

CDP is an international non-governmental organization (NGO) that sends questionnaires to companies on climate change, forestry, and water security to evaluate their efforts.

The final score is made on eight levels: leadership level (A, A-), management level (B, B-), recognition level (C, C-), and information disclosure level (D, D-). In FY2023, approximately 23,000 companies worldwide disclosed information.

Sumitomo Riko received a B score in both the climate change section and the water section of the fiscal 2023 evaluation, continuing on from last year. We will continue our efforts and information disclosure to realize a sustainable society.



## FTSE Blossom Japan Sector Relative Index Constituents



### FTSE Blossom Japan Sector Relative Index

We have been selected as a constituent of the FTSE Blossom Japan Sector Relative Index for fiscal year 2023. The FTSE Blossom Japan Sector Relative Index, created by global index provider FTSE Russell, reflects the relative performance of Japanese companies that excel in environmental, social and governance (ESG) performance in their respective sectors.

Related information [FTSE Blossom Japan Index Series website](#) 

## SOMPO Sustainability Index Constituents

2024



Sompo Sustainability Index

Based on the results of the fiscal 2023 Sustainability Survey, we have been selected as a constituent of the SOMPO Sustainability Index for fiscal 2024, which was established by Sompo Asset Management Co., Ltd.

The SOMPO Sustainability Index consists of approximately 300 companies that excel in environmental (E), social (S), and governance (G) initiatives, and is used in SOMPO Sustainable Management, an ESG management product for pension funds and institutional investors that invests broadly in companies with high ESG ratings.

## DBJ Environmental Ratings



In March 2024, our company received the highest rating from the Development Bank of Japan (DBJ) for its "DBJ Environmentally Rated Loan Program" as "particularly advanced in its commitment to environmental considerations".

## Aichi Biodiversity Certified Companies





In November 2023, in recognition of our efforts to conserve the environment and restore nature in the neighborhoods near our business activities, including cleaning up the Oyama River adjacent to our Komaki Head Office and Manufacturing Plant (Komaki City, Aichi Prefecture), exterminating the invasive alien species of Lanceleaf tickseed, and supporting activities of local organizations through subsidies, we were certified as an Aichi Biodiversity Certified Company by Aichi Prefecture.

## Corporations with Excellent Health Management



In March 2024, we were certified as a "Corporation with Excellent Health Management" for the eighth consecutive year.

In our long-term vision "2029 Sumitomo Riko Group Vision," one of the three directions is "developing people and peers who pioneer the future". We believe that the physical and mental health of all employees of the Sumitomo Riko Group and their families is "the management foundation that supports the sound and sustainable growth of the company". We will continue our efforts to promote the health of each and every employee and to create a vibrant organization.

## Sports Yell Company



In March 2024, we were recognized by the Japan Sports Agency as a "Sports Yell Company 2024" for our active efforts to implement sports.

We will continue to engage in various health promotion activities, including the development of exercise habits, to create a workplace environment where employees can continue to work with vigor and enthusiasm.

## Women's Activity Promotion Companies : Eruboshi (☆☆ Futatsuboshi)



In March 2017, we received certification as a ☆☆Futatsuboshi as a company promoting women's activities. We are working toward certification as a ☆☆☆ Mitsuboshi company.

## Child Rearing Support Companies : Kurumin



In March 2016, we received certification as a "Child Rearing Support Company."

## Companies committed to achieving work-life balance: Aichi Family Friendly Companies



We are registered with Aichi Prefecture as a company committed to achieving work-life balance.

In 2009, we received the Aichi Prefecture Governor's Commendation as a company that is making excellent efforts to set a good example for others, for example by establishing an in-house childcare center.

## Companies that support balancing work and nursing care : TOMONIN



Since fiscal 2019, we have announced our efforts in the "Support for Balancing Work and Nursing Care" section of the Ministry of Health, Labour and Welfare as a company committed to promoting the development of a workplace environment that allows employees to balance work and nursing care. We are continuing to further improve the environment.

## Companies willing to enhance and utilize employees' benefit packages: Hataraku Yell



The "Hataraku Yell" program is implemented annually by the Executive Committee of the Employee Benefit Program Awards and Certification System, which is operated by companies that provide employee benefit services. The program recognizes and certifies corporations that provide benefits that support workers and are willing to enhance and utilize their benefits programs. Sumitomo Riko has been certified as a "welfare promotion corporation" for three consecutive years.



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### Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

### Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

### Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

### IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

### Sustainability

#### Recruitment

#### News

#### Topics



# Sustainability News

FY2024

FY2023

FY2022

FY2021

FY2020

Archive


2024/08/30 [Annual renewal of Sustainability Website \(this site\)](#) 

2023/07/31 [Renewal of Sustainability Website \(this site\)](#) 

2023/05/30 [The formulation of "2029 Sumitomo Riko Group Vision" and "2025 Sumitomo Riko Group Mid-term Management Plan"](#) 

2022/11/22 [Sumitomo Riko and LanzaTech enter into a joint-development agreement to reuse rubber, resin, and urethane waste, contributing to the creation of a circular economy](#) 

2022/08/09 [Announcing Membership in the GPSNR for Sustainable Natural Rubber](#) 

2022/06/24 [Announcing Sumitomo Riko's Commitment to the Task Force on Climate-related Financial Disclosures \(TCFD\) Recommendations](#) 

2022/06/14 [Toyota to use Sumitomo Riko products for its all-new "bZ4X" BEV](#)

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## Products

Automotive (Mobility)  
Infrastructure  
Housing Environment  
Electronics  
Healthcare  
Product Catalog

## Research and Development

The Power of Materials × CASE  
Our Mission  
Our R&D  
Intellectual Property Rights

## Our Company

Business Policy  
Company Profile  
Corporate History  
Executive Management  
Management System  
Organization Chart  
Business Locations  
Global Network  
Video/Ad Library  
Manga: Sumitomo Riko's Business

## IR

IR News  
Management Policy  
Financial and Business Results  
Highlights  
IR Library  
Stock Information  
Share Accounting Information

## Sustainability

### Recruitment

### News

### Topics