

# Social

## Social Initiatives



### Raising Human Resource Value

Nippon Pillar Packing works to increase human resource value to ensure continuing, sustained growth.

Amid recent escalation of competition for human resources, the rise of artificial intelligence (AI) and robotic process automation (RPA), and the important task of cultivating globally relevant personnel, we are introducing new human resource systems from April 2020 because we see a need to build a human resource framework that is in tune with the present day but also looks to the longer term.

As part of this initiative, we introduced a talent management system in fiscal 2020. This system enables us to visualize the knowledge, skills, values, and career vision of each employee, which helps assign the right person to the right job. Furthermore, superiors and the Company will effectively use the career plans, skills, experience of individual employees for human resource development, thereby increasing their motivation and create a work environment that encourages employees to grow while playing an active role.

### Enhancing the Workplace Environment

Nippon Pillar Packing regards keeping the workplace environment safe as an important management responsibility because accidents at the workplace threaten the safety of employees and have the potential to affect the surrounding environment and business continuity.

Based on this recognition, we conduct ongoing hazard prediction activities and the Company's president goes to factories to conduct on-site inspections in order to prevent workplace accidents from occurring. We also publish health and safety news for each workplace to raise employee safety awareness.

Moreover, the Health and Safety Committee conducts

workplace inspections and risk assessments. Workplaces are assigned a score based on risk types, frequency of occurrence and other factors; the higher the score, the higher the risk. We analyze the causes of high-risk workplaces on a priority basis and implement hazard source control measures to prevent occupational accidents from occurring or recurring.

Through these activities and assessments, we will work to create workplace transparency and a safe, secure workplace environment where each and every employee is energized in their job.



### Promoting Work Style Reform

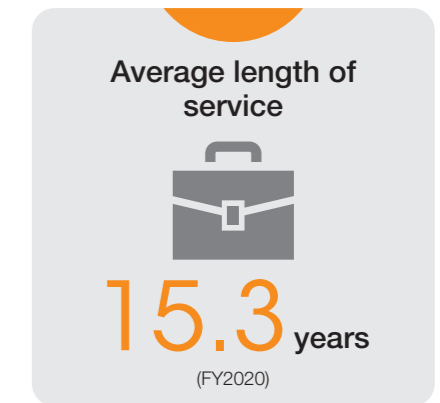
In response to the spread of COVID-19, the Company is promoting a more efficient way of working by introducing telecommuting, meeting with customers via video conferencing, and other IT measures. In addition, we launched a business reform project in 2020 to improve the

work-life balance of our employees by taking an inventory of current operations and using various IT technologies to streamline operations, improve productivity, and create more spare time for our employees.

### Diversity Initiatives

We believe that new ideas that have never been seen before can be created by diverse human resources, and in recent years we have been focusing on promoting diversity. We will continue to respect diversity and aim for sustainable corporate growth by creating more opportunities for women

to play an active role, developing new products based on new ideas generated by different values through the active appointment of non-Japanese personnel, and developing an internal system that allows people with disabilities to play an active role.



### Column

#### Creating a work environment where women can play a more active role through exchanging opinions with the President

As an effort to create more opportunities for women to play an active role in the Company, an exchange meeting was held between President Iwanami and eight female career-track employees from head office, under the theme of "What female employees think is a comfortable and rewarding work environment."

During the exchange, various proposals were made, including support for career planning and the design of systems that would make it easier to balance work and family life, as well as life events, making it a meaningful opportunity to exchange opinions directly with President Iwanami.



We will continue our efforts to create systems and workplaces where women are energized to work by sharing issues with management through exchange meetings.

**Yukimi Yamanaka**  
Department of General Affairs and Human Resources, Administration Headquarters



President Iwanami and exchange meeting participants

## Together with Communities

### Participation in a Career Development Lecture Hosted by Kansai Gaidai University

Kansai Gaidai University offers students the Career Development program consisting of 13 lessons in the spring semester. Our stance aligns with the university regarding creating opportunities for students to learn about the structure of the business and industry, as well as perspectives on work, life, and fulfillment, through the participation of guest speakers from various industries. The Company also held a lecture in May 2021 as part of this program.

At the lecture, our employees who have been sent to work overseas with manufacturers using English also participated and gave the students a first-hand account of what it is like to work overseas.

We will continue to cooperate with various universities to support students so they can go out into the world and work with energy and enthusiasm.

### Sponsorship of Traditional Arts and Culture

Nippon Pillar Packing believes in the importance of interacting with the communities in which its factories and offices are located. We are proud to sponsor the Yamamoto Noh Theater and the Osaka Philharmonic Orchestra as part of our efforts to revitalize Osaka City, where our head office is located.

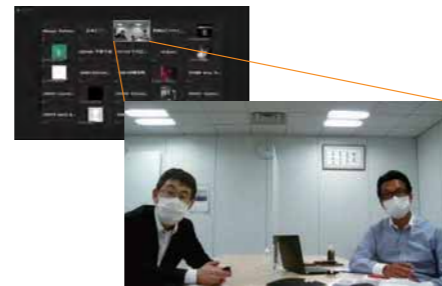
Through such sponsorship, we support the development of traditional performing arts and the promotion of culture. Going forward, we intend to support the promotion of culture and arts as well as regional revitalization, not only in the communities we serve but also throughout the world.

### Reduction of Food Loss and Plastic Waste

Our employee cafeteria in our main factories, namely the Sanda Factory and Fukuchiyama Factory, offers healthy meals to support employees' health and is also used as a place for internal communication.

Since August 2020, the Fukuchiyama Factory has been working to reduce food loss by keeping track of the number of employees that use the cafeteria as well as meal ordering trends. By predicting the number of next-day orders from past ordering data, we have successfully halved food loss due resulting from oversupply. Going forward, we will strive to further reduce food loss and apply this approach to the Sanda Factory.

In addition, we have worked to eliminate the small plastic sheets often colored green and cut into leaf/grass shapes which are used to separate different foods, as well as plastic cups, by devising different ways to serve meals, thereby reducing plastic waste by about 40 kg per year.



Online lecture



Photo courtesy: Yamamoto Noh Theater



Photo courtesy: Osaka Philharmonic Orchestra



Examples of meals that have contributed to a 50% reduction in food loss

### Column Encouraging to donate blood as an easy volunteer activity

Twice a year the Company conducts blood drives as a certified blood donation supporter, as part of our social contribution activities for anyone to casually participate in.

I have been interested in volunteer activities for a long time, and since the Company has arranged for blood donation vehicles to come to our offices, I thought it would be an easy volunteer activity for me to participate in.

Through the blood donation activity, I felt a renewed sense of gratitude to my parents for giving me a strong body and a sense of joy at being of use to others.

It has been 28 years since I started donating blood. I expect to give my 300th donation by the end of this fiscal year.

I encourage everyone to participate in blood donation activities.



**Manabu Nakano**  
Logistics Group, Factory  
Administration Department,  
Production Headquarters

## Together with Customers

Nippon Pillar Packing recognizes that important hints for business development are often concealed in the requests of customers and organizes their requests and feedback using customer request cards. These requests are reported at the Strategy Meeting, Management Meeting and meetings of other bodies and discussed in order to tie the feedback into product improvements and new product development.

Also, in order to serve customer requests, coordination between sales and engineering divisions is essential. When we visit our customers, our engineering staff accompanies sales staff, and by adding a technical perspective, we are able to understand the essence of the issues regarding their requests and make the best proposals.

In fiscal 2020, we were forced to refrain from visiting our customers due to the pandemic but responded to their requests while ensuring the safety and security of customers

## Together with Suppliers

In order to continue fair and transparent transactions with our suppliers and to carry out our purchasing activities, we have established our Procurement Policy and are striving to realize fair business activities. As part of our measures to deepen exchanges and conduct smooth activities to ensure stable procurement from suppliers, we hold briefings on our Procurement Policy and provide information on the initiatives of each business, production overview, and future production plans. In 2021, while the effects of the spread of COVID-19 were still strong, we held our first supplier policy briefing in two years remotely, prioritizing safety. We will continue to develop mutually with our business partners and aim to achieve stable business continuity by placing the highest priority on supply responsibility and stable supply to our customers.

In light of the expansion of ESG-related investment and global procurement, we will also appropriately address issues surrounding supply chain management, which is an

and employees by introducing a video conferencing system along with other solutions.

Furthermore, based on the recognition that ensuring the quality of our products is one of the most important priorities in gaining and maintaining the trust of our customers, we will continue to implement the PDCA cycle for quality control activities based on the ISO 9001 quality management system, as well as complying with the quality and standards required by each country and each industry.

As for customer evaluations of our products and services, we conduct a questionnaire of Customer Satisfaction Survey, once a year. Starting in fiscal 2020, we have made this questionnaire electronic, so that we can quickly absorb customer feedback and strive to further improve customer satisfaction through discussions at management meetings and feedback to workplaces.

important issue for both companies and stakeholders. The issue of conflict minerals, in which mineral resources extracted through inhumane acts in specific conflict areas are used to fund the activities of armed groups, and economic activities using textile raw materials produced through the persecution of specific races, have become social issues that violate basic human rights. We recognize these as serious issues in our supply chain and strive to avoid the use of minerals and fiber raw materials of concern. These issues related to supply chain management cover a wide range of areas, including the environment, human rights, quality, business practices, and disaster response. In order to appropriately manage and respond to these risks, we have revised and are implementing the PILLAR CSR Procurement Guidelines, a group procurement policy that outlines our Procurement Policy and CSR Procurement Standard.

## Policy on Anti-Social Forces

In order to carry out sound and appropriate business activities, we handle anti-social forces in accordance with the Guideline for Prevention of Damages from Anti-Social Forces in Industry. This means we take a resolute stance against such forces with firm conviction, cut off any such relationships and work hard to continually maintain the public's trust while also coordinating with supplies, having them send proof of confirmation, etc.

### Policy on Anti-Social Forces

- (1) Cut off all relationships, including transactions
- (2) Respond as an organization and coordinate with outside specialists
- (3) Prohibit under-the-table transactions and providing funds
- (4) Issue legal response in emergency situations