

Efforts to protect human rights at workplaces

The Nippon Soda Group Code of Conduct, which sets out the requirements that all employees of the Nippon Soda Group must follow, clearly states the commitment to respect human rights and nondiscrimination and declares that we respect the individuality and personal characteristics of every employee and do not take any action that would result in discrimination. To maintain a healthy work environment free from harassment, we provide employees with rank-based training on relevant issues. A harassment complaints office is also available.

Improving employee satisfaction

We conduct employee satisfaction surveys for the purpose of creating rewarding workplaces that all Nippon Soda employees can be proud of. The objective of the survey is to help us understand how employees feel about working for the company and the specific conditions of their workplaces, and to identify issues that need to be addressed in order to create environments where they can work with vitality. Identified issues are addressed by implementing appropriate measures so as to increase our employees' job satisfaction.

● Measures to maintain health

Nippon Soda conducts various initiatives related to health management and promotion in order to ensure our employees work with healthy bodies and minds.

Physical health

We implement health programs jointly with the corporate health insurance society. Specifically, we offer various programs in partnership with industrial physicians, such as specified health checkups, specified health guidance, and checkups for lifestyle-related diseases.

Psychological health

Nippon Soda had been providing all employees with a stress check even before the revision of the Industrial Safety and Health Act in 2015.

● Labor-management relations and improvement of working conditions

Basic working conditions are determined by labor agreements concluded between the company and the labor union and renewed every year. Under the motto of "dialogue rather than negotiation," we gain an understanding about how our employees are feeling, and create an environment where we are able to engage in labor-management discussion of frontline problems and issues as they are happening.

Number of labor union members (Nippon Soda)

FY	The number of labor union members (person)	Average age (years)	Average length of service (years)	Rate of members (%)
2014	856	40.9	19.9	65.5
2015	845	40.6	19.3	65.0
2016	844	40.4	18.9	64.8
2017	820	39.3	17.6	63.3
2018	824	37.9	15.8	62.7