

Together with Our Local Communities (Community Involvement and Social Dialogue)

The Nippon Soda Group participates in a variety of environmental and safety activities, and engages in dialogue with stakeholders on the environment, safety, and health with the aim of improving public trust in the Group.

Basic Policy

- Promotion of social contribution activities based on the concept of “contributing to the sustainable development of society through our business activities,” from the viewpoints of “contributing to resolving global environmental issues,” “a harmonious relationship with local communities,” and “contributing to the development of local communities.”
- Development of good relationships with local residents through various activities that meet the needs of local communities and that are designed and implemented by each business site and Group company.

Harmonious Relationship with Local Communities

► Contribution to local employment

Nippon Soda contributes to creating local employment opportunities through its worksites throughout Japan.

Further, to ensure a healthy work-life balance and enhance job satisfaction, we communicate with labor unions to formulate working conditions in line with current trends. As a result, not only does our standard minimum wage continue to be above legal minimum wage in all areas we conduct business, we are also contributing to raising income levels in our regions.

Comparison of the standard minimum wage to the local minimum wage in the year ending March 2021

Site	Location (Prefecture)	Local minimum wage (Yen/hr)	Our Company's standard minimum wage* (Yen/hr)	Comparison with the minimum wage (%)
Head Office	Tokyo	1,013	1,123	110.8
Odawara Research Center	Kanagawa	1,012	1,123	110.9
Chiba Research Center	Chiba	925	1,116	120.6
Nihongi Plant	Niigata	831	1,116	134.3
Takaoka Plant	Toyama	849	1,116	131.4
Mizushima Plant	Okayama	834	1,116	133.8
Chiba Plant	Chiba	925	1,116	120.6

* Standard minimum wages for the Company were calculated based on the starting salary (same for men and women) for those joining the Company at the age of 18 in the manufacturing and non-manufacturing groups. Wages have been rounded down to the nearest yen.

► Participation in community cleanup activities

To fulfill our role and responsibilities as a corporate citizen, we regularly conduct cleanup activities in the neighborhoods of our worksites. We also actively participate in cleanup activities, such as eco-walks and cleanup campaigns, that are conducted together with people from local communities.

Number of community cleanup activities

	2018/3	2019/3	2020/3	2021/3
Nihongi Plant	2	2	1	2
Takaoka Plant	2	2	2	2
Mizushima Plant	2	0	1	1
Chiba Plant & Chiba Research Center	3	3	4	4
Odawara Research Center	2	2	2	1

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Dialogue with Local Communities

► Communication activities at major worksites

Nippon Soda holds local gatherings and regularly conducts tours of plants and research centers for residents in areas where worksites are located in order to provide information on CSR activities and exchange views and comments.

External communication events at major sites (Frequency)

	Site	Local gatherings	Site tours	RC Committee regional dialogue of the Japan Chemical Industry Association	Other
2018/3	Nihongi Plant	25	0	0	16
	Takaoka Plant	6	44	1	77
	Mizushima Plant	15	2	1	40
	Chiba Plant	0	1	0	19
	Odawara Research Center	2	41	0	7
	Chiba Research Center	1	5	0	0
2019/3	Nihongi Plant	26	5	0	17
	Takaoka Plant	6	34	0	101
	Mizushima Plant	15	1	1	42
	Chiba Plant	1	2	0	10
	Odawara Research Center	1	39	0	9
	Chiba Research Center	0	7	0	0
2020/3	Nihongi Plant	26	2	0	16
	Takaoka Plant	6	25	2	86
	Mizushima Plant	11	0	2	25
	Chiba Plant	0	2	0	14
	Odawara Research Center	2	39	0	4
	Chiba Research Center	1	5	0	1
2021/3	Nihongi Plant	3	2	0	7
	Takaoka Plant	0	6	0	60
	Mizushima Plant	0	0	0	22
	Chiba Plant	0	0	0	2
	Odawara Research Center	0	0	0	2
	Chiba Research Center	0	5	0	0

► Dissemination of information on CSR activities

The Nippon Soda Group disseminates information on its CSR activities in the following ways:

Anyone can read about our CSR activities in our *Integrated Report* as well as in the *ESG Data Book* on our corporate website. Also, we submit an implementation report and plan to the Japan Chemical Industry Association, and announce the report and plan in dialogue with local communities and other settings.

Each of our worksites provides information on our activities through regular tours and other gatherings.

In FY2021, regional social gatherings and numerous other events were cancelled to prevent the spread of the COVID-19 pandemic.

► Dialogue with local residents

Regular gatherings are held at our worksites to give us an opportunity to hear the opinions of local residents.

► External communication

The Nihongi Plant conducts environmental monitoring in cooperation with five residents living near the plant, and the Takaoka Plant does the same with 12 residents in its vicinity. In FY 2021, we were provided with information on four incidents (two of which were unrelated to environmental monitoring), dealt with the situations properly, explained our response to those who provided the information, and gained their understanding.

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Major Social Contribution Activities of Nippon Soda

Nippon Soda conducts social contribution activities to build harmonious relationships with local communities and support their development.

Participation in local events

FY2021				
Site	Name of local event	Date	Summary	Number of participants
Nihongi Plant	Thermometer donation ceremony at seven organizations in Nakago Ward	May 20, 2020	Nakago Nursery, Nakago Elementary School, Nakago Junior High School, Enju-no-Sato, Minori-no-Oka Nakago, Egao, and Nakago Ward Office We donated two, non-contact digital thermometers to each organization	7 persons, 3 employees, and media personnel
	Midori no Hane Community Chest	May 21, 2020	Held following a request from Nakago Junior High School	1 person
	Heart and Mask Project	June 29–August 20, 2020	Supported project to donate facemasks to facilities in Nakago Ward	1 person
	Fujisawa Environmental Social Gathering	July 17, 2020	Plant overview and plant tour	20 persons
	Junior Chamber International Myoko plant tour	July 29, 2020	Plant overview, explanation of plant history, and plant tour	7 persons
	Local observation of the NISSO Group Forest within the Joetsu KUWADORI Community Forest	September 17, 2020	Establishment of the the NISSO Group Forest within the Joetsu KUWADORI Community Forest Greening promotion project	13 persons and 4 employees
	Plant study meeting for grade three students at Nakago Elementary School	September 18, 2020	Plant overview, explanation of plant history, and plant tour	18 persons, 2 guides, and 3 employees
	Eco-Walk	October 25, 2020	Participation in litter picking along main roads in Nakago Ward	18 employees
	Eco-Walk	October 31, 2020	Participation in litter picking along main roads in Nakago Ward	25 persons (employees and their families)
	Red Feather Community Chest fundraising	October 27, 2020	Held following a request from Nakago Elementary School and the Joetsu City Social Welfare Council	1 employee, 10 individuals from the school, and 4 individuals from the social welfare council
	Nakago Ward Regional Council plant tour	November 24, 2020	Plant overview, explanation of plant history, and plant tour	2 employees, 12 individuals from the regional council, and 3 individuals from the ward office
	Fujisawa Environmental Social Gathering	November 26, 2020	Plant overview/report, well water analysis report, and social gathering	4 employees, 2 employees from associated companies, 15 individuals from Fujisawa City
100th anniversary (of founding) commemorative gift presentation ceremony	December 18, 2020	Nakago Elementary School: Stage side curtains; Nakago Junior High School: Wireless amp presentation; Letter of Thanks award ceremony	3 employees, 5 individuals from the ward office, 30 individuals from the schools, and media personnel	
NISSO Group Forest Promotion Committee	December 21, 2020	Provided an overview of the committee and a discussion of proposed activities	2 employees	
Takaoka Plant	Traffic safety guidance on the street	April 10, 2020	Streetside traffic safety guidance	27 employees
	Maintenance of environment around the plant	June 29, 2020	Activity to promote the maintenance of the environment around the plant	182 employees
	Traffic safety guidance on the street	September 28, 2020	Streetside traffic safety guidance	25 employees
	Maintenance of environment around the plant	October 28, 2020	Activity to promote the maintenance of the environment around the plant	164 employees
	Nisso "Thanking Local Residents" event		Plant tour, chemistry experiments for children, panel displays	Cancelled
	Meeting with environmental monitors		Exchange of opinions with environmental monitors	Cancelled
Meeting with local residents		Exchange of opinions with local residents	Cancelled	
Mizushima Plant	Maintenance of environment around the plant	May 15, 2020	Environmental maintenance activity for plant surroundings and nearby roads	16 employees
	Cherry blossom party with local residents' associations	April 2020	Networking with local companies and executives of the local residents' association	Cancelled
	Honjo Ground Golf Competition	May 2020	Ground golf competition, including networking with local companies and the Honjo school district	Cancelled
	Social gathering with local residents' associations	July 2020	Social gathering with local residents' association officers	Cancelled
	Bon dance festival with local residents' association	August 2020	Bon dance festival, including networking with local companies and the local residents' association (four areas over three days)	Cancelled
	Kissho-in (Iou Inari Grand Festival)	November 2020	Kissho-in (Iou Inari Grand Festival)	Cancelled
	Honjo Ground Golf Competition	November 2020	Ground golf competition, including networking with local companies and the Honjo school district	Cancelled
	End-of-year joint party with Honjo residents' associations/Kinyo-kai	December 2020	Networking with local companies and executives of the local residents' association	Cancelled
	Honjo District rice cake making event	December 2020	Networking with local companies and executives of the local residents' association	Cancelled
	Regular meeting/end-of-year party of Kinyo-kai	December 2020	Networking with local companies and executives of the local residents' association	Cancelled
	Tsuitachi-kai "New Year's Greeting Exchange"	January 2021	Networking with local companies and executives of the local residents' association	Cancelled
	Nisui-kai "New Year's Greeting Exchange" January	January 2021	Networking with local companies and executives of the local residents' association	Cancelled

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FY2021				
Site	Name of local event	Date	Summary	Number of participants
Chiba Plant	Goi Rinkai Festival	June 7, 2020	Local residents coming together at Ichihara Ryokuchi Park	Cancelled
	Wakamiya Hachiman Shrine Grand Festival	July 19, 2020	Wakamiya Hachiman Shrine Grand Festival	Cancelled
	Yoro Shrine Summer Grand Festival	July 26, 2020	Yoro Shrine Summer Grand Festival	Cancelled
	Dezu Bon Dance Festival		Dezu-cho Association Bon Dance Festival	Cancelled
	Kashi Bon Dance Festival		Kashi-cho Association Bon Dance Festival	Cancelled
	Iwasaki Bon Dance Festival		Iwasaki Bon Dance Festival at Ryokuchi Sports Park	Cancelled
	Tamasaki Summer Festival		Summer festival at the plaza in front of the Tamasaki Community Building	Cancelled
	Matsugashima Summer Festival		Matsugashima Town Council Summer Festival	Cancelled
	Kazusa Ichihara Kokufu Festival		Local residents coming together at Kazusa Sarashina Park	Cancelled
	Omiya Shrine Autumn Festival		Omiya Shrine Autumn Festival	Cancelled
	Singles event at an industrial complex		Singles event held at the Brick & Wood Club	Cancelled
	Omiya Shrine New Year's Festival		Omiya Shrine New Year's Festival	Cancelled
	Kashi Fuki Inari Shrine New Year's Festival		Fuki Inari Shrine New Year's Festival at Kashi Park	Cancelled
	Omiya Shrine Setsubun Festival		Mame-maki (soy bean throwing) at Omiya Shrine	Cancelled
	Iwasaki Inari Shrine Spring Grand Festival		Iwasaki Inari Shrine Spring Grand Festival	Cancelled
	Kashi Fuki Inari Shrine Festival		Fuki Inari Shrine Festival at Kashi Park	Cancelled
	Dezu-cho Spring Grand Festival		Yakumo Shrine Spring Grand Festival	Cancelled
Chiba Plant	Volunteer support program	June 10, 2020	Cleanup alongside National Route 16	35 employees
		September 9, 2020		35 employees
		November 11, 2020		30 employees
		February 10, 2021		30 employees
Regional RC discussion meeting	August 3, 2020	Approaches to regional discussions and interaction	1 employee	
Regional RC discussion meeting	December 25, 2020	Approaches to regional discussions and interaction	1 employee	
Odawara Research Center	Local community cleanup	October 27, 2020	Cleanup of roads near Odawara Research Center	Research center director and 25 others
	Organizers' association for the Sakabe District Corporate Social Gathering Association (Haibara)		Discussion of the content of the general meeting of the Corporate Social Gathering Association	Cancelled
	General meeting of the Sakabe District Corporate Social Gathering Association (Haibara)		Social gathering with local companies and residents in the Sakabe District	Cancelled
Chiba Research Center	Volunteer Support Program	June 10, 2020	Cleanup alongside National Route 16	6 employees
		September 9, 2020		6 employees
		November 11, 2020		6 employees
		February 11, 2021		7 employees

Each worksite is engaged in a range of activities in line with regional needs, and strives to build sound relationships with their communities.



Environmental maintenance around plant surroundings and nearby roads (Mizushima Plant, May 15, 2020)



Donating non-contact digital thermometers to organizations in Nakago Ward (7 organizations) (Nihongi Plant, May 20, 2020)



Environmental maintenance around plant surroundings (Takaoka Plant, June 29, 2020)



Plant study meeting for grade three students at Nakago Elementary School (Nihongi Plant, September 18, 2020)



Litter picking along main roads in Nakago Ward (Nihongi Plant, October 25, 2020)



Cleaning roads nearby research center (Odawara Research Center, October 27, 2020)

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Echigo TOKImeki Railway Train Wrap

In February 2020, Nippon Soda celebrated the 100th anniversary of the Company's founding. As one of our commemorative projects, we teamed up with the Echigo TOKImeki Railway in Niigata Prefecture to decorate trains running along the Myoko-Haneuma Line between Naoetsu Station and Myoko Kogen Station. The trains are wrapped using designs from students at Nakago Junior High School, and will run for a total of five years from 2018. We will continue activities to develop alongside our regional communities across the next 100 years.

Stakeholder Engagement

We engage in dialogue with stakeholders to deepen our understanding of society's needs and values, and promote business activities that meet the expectations of local communities.

► Environmental responsibility rating from the DBJ

Rank A

In March 2020, Nippon Soda Co., Ltd. received a loan from the Development Bank of Japan under the bank's DBJ Environmentally Rated Loan Program for our "environmental management systems and initiatives, including our especially progressive approach to environmental awareness," the highest possible rating.

► Inclusion in the Sampo Japan Green Open fund (one of Japan's largest eco funds)

► Efforts to prevent occupational accidents

As part of our efforts aimed at stakeholder engagement, in FY 2021 we had planned an occupational accident prevention survey (diagnosis) by Sampo Risk Management Co., Ltd., at our Mizushima Plant, but the survey was cancelled to prevent the spread of the COVID-19 pandemic.

► Diagnosis of disaster prevention capability

In FY 2021, we had planned disaster prevention capability diagnoses by Sampo Risk Management Inc. at our Nihongi Plant, Takaoka Plant, Chiba Plant, Odawara Research Center, Chiba Research Center (currently part of the Odawara Research Center), and two Group company plants. However, the diagnoses were cancelled to prevent the spread of the COVID-19 pandemic.

Signing of and support for economic, environmental and other initiatives, social charters, and principles

Title	Applicable countries	Applicable worksites	Signature date	Voluntary/ Mandatory
Declaration on the Promotion of Responsible Care Activities	Japan and 43 other countries and regions	All offices, consolidated subsidiaries	October 30, 1998	Voluntary
Declaration on the Promotion of CSR Activities	Japan and 43 other countries and regions	All offices, consolidated subsidiaries	April 1, 2012	Voluntary
Responsible Care Global Charter	Japan and 43 other countries and regions	All offices, consolidated subsidiaries	December 5, 2014	Voluntary

Membership categories at advocacy organizations and institutions in Japan and abroad

Advocacy institutions	Applicable countries	Membership
International Council of Chemical Associations (ICCA)	Worldwide	Participating as a corporate member of JCIA
Japan Chemical Industry Association (JCIA)	Japan	Corporate member
Global Product Strategy (GPS)	Worldwide	Participating as a corporate member of JCIA
Japan Initiative of Product Stewardship (JIPS)	Japan	Participating as a corporate member of JCIA
Japan Soda Industry Association (JSIA)	Japan	Member