

Message from the Management

The advance of globalization and burgeoning economic development are bringing a variety of benefits to our lives. On the other hand, environmental problems such as global warming and destruction of nature, as well as social issues such as widening disparity and abuse of human rights, are becoming increasingly serious. In today's world, expectations are mounting regarding the role companies should play in addressing these issues. At the same time, this is an era in which companies are assessed not only in terms of business performance but also from the perspective of their stance on environmental, social and governance (ESG) criteria and actions taken in regard to them.

Building on the elemental technologies it has cultivated thus far, the Shinko Group aims to enrich the lives of people and contribute to the development of society by providing customers with diverse products and services that meet the need for miniaturization, higher functionality, and the realization of safety and security. At the same time, in light of communication with stakeholders, the Shinko Group seeks to fulfill its social responsibility as a corporate citizen by carrying out diverse environmental protection activities and initiatives to address social issues.



As part of its responsibility as a manufacturer, the Shinko Group has established a group policy of pursuing harmony between the global environment and corporate activities, and has implemented diverse environmental protection measures over the years to ensure that a rich global environment is passed to the next generation. Given the recent increase in energy consumption in the manufacture of high-density products, we are required to carry out initiatives at every stage of operation, from development and design to procurement, manufacturing, distribution and recycling, to make efficient use of limited resources and water and reduce our environmental impact. While flexibly adopting new ideas, we will continue to focus on deepening and enhancing our efforts to lessen our impact on the environment.

We are also working actively to transform work styles so that employees—the Shinko Group's most valuable asset—can maximize their abilities through diverse and flexible work styles suited to their respective stages in life. When employees with their unique qualities and way of thinking stimulate each other, the Company can create organizational changes and enhance its structure. For this reason as well, we are seeking to achieve both work/life balance and higher productivity by providing a pleasant work environment for all employees, thus contributing to the continuous improvement of our corporate value. In FY2017, we established a Labor-Management Council on Transforming Work Styles, announced a Joint Labor-Management Declaration for Transforming Work Styles, and implemented a number of measures as part of activities carried out jointly by labor and management.

Going forward, we will continue to focus on diverse activities to ensure that we remain a company trusted by stakeholders and society at large. Toward this end, we will make certain that every Group employee understands the Shinko Way, which expresses our reason for existence, values and the principles that we follow in our daily activities. In this way, we aim to fulfill our corporate social responsibility and contribute to the sustainable growth of society.

I hope that this report helps you to understand the Shinko Group's initiatives introduced herein, and we look forward to your further support and encouragement.

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