

Our Action

Environmental Action

Promoting the Shift to Non-CFC (natural refrigerant) in Freezers

The freezers used for product freezing and frozen storage have conventionally used CFC/HCFC*, which is also used in refrigerators and air conditioners, as their refrigerant. CFC/HCFC is a gas impacts the ozone layer, as well as climate change. In response, we have been advancing a planned transition since 2010 to non-CFC equipment, which uses environment-friendly natural refrigerants in place of CFC/HCHC.

By 2020, we have completed the transition to natural refrigerant* for 100% of frozen storage in our factories, and 70% of our production lines. We will continue advancing our plan until all our freezer equipment is 100% CFC-free.



*CFC/HCFC: An artificial gas made for refrigeration.

* Natural refrigerants: Naturally-occurring and environment-friendly refrigeration gases, such as CO₂ and ammonia.

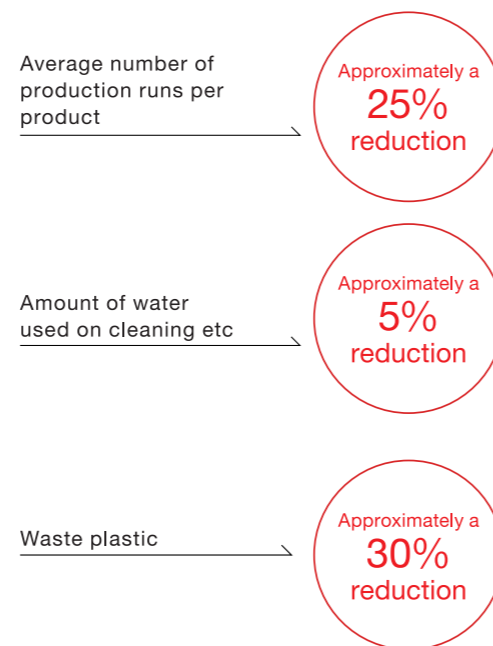
Environmental Action

Action to Reduce Waste

1. Waste dough reduction and water resource saving

Product losses (parts that cannot be made into products) occur in production lines at the start and end of a production run. By keeping track of market movements and precisely gaging the quantities we will need, we make the right amount in each batch, cutting the use of small additional production batches. In that way, we are working to cut bread dough wastage and to reduce the number of times we need to wash equipment after the end of production.

This effort has yielded the following results, compared to 2019.



2. Waste plastic reduction

We use plastic bags and sheets to wrap weighed raw materials and goods-in-process. We have succeeded in reducing plastic waste by revising our working methods to minimize the use of weighing bags, and by increasing the amount of goods-in-process we sample from each bag for quality validation.

This effort has yielded the following results, compared to 2019.

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Green electricity

Our headquarters office (in Chuo ward, Tokyo) uses the green electricity certification system* to entirely cover annual power consumption (16,000kWh) with natural energy.

* In this system, a third-party certifying agency (the Japan Quality Assurance Organization) is the certificate issuer, producing certificates for the environmental added value of power generated from natural energy, such as solar, wind, and biomass. We then obtain and trade these "Green Electricity Certificates". The fees paid by companies, local authorities, and other buyers of Green Electricity Certificates are used to maintain and expand generation equipment. This system is attracting attention as a way to prevent climate change.



Accepting foreign technical trainees



We aim to foster the transfer of skills, technology, and knowledge to developing countries and help to develop the human resources who will propel economic progress. To that end, we have been accepting technical trainees ever since 2016 at our Shimada Factory, under the foreign technical trainee system, advancing international cooperation. Satisfaction levels among our trainees are high, with many of them opting to extend their training periods.

Number registered: **14**

Action for social welfare

Rate of employment of people with disabilities

We strive to improve our working environment, to make it easy for people with disabilities to work for us.

As a result, we have low employee turnover and maintain a high rate of employment. Our effort earned a commendation from the governor of Shizuoka prefecture in September 2016. As a registered company in the Shizuoka Prefecture Supporters for Workers With Disabilities, we actively support this campaign by Shizuoka prefecture to promote the employment of people with disabilities.

Legally required employment rate: **2.2%**

Our employment rate: **4.4%**

