

穀物ソリューション・カンパニー



昭和産業グループ

Showa Sangyo Group Sustainability Data Book 2024

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Scope of Data

Target Organization

Mainly, Showa Sangyo Co., Ltd. only (Showa Sangyo Group: As of March 31, 2024)

Target Period

FY2019-2023 (April 1, 2019 - March 31, 2024)

Reporting Cycle

Annually

Month of Publication (Month of Previous Publication)

December, 2024 (previous December, 2023)

Environmental Data

Environment Management (Non-consolidated Basis)

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
No. of environment committee meetings	Kashima Plant	Cases	4	4	4	4	4	
	Kobe Plant	Cases	4	4	4	4	4	
	Funabashi Plant	Cases	4	4	4	4	4	
Internal audits	Improvement suggestions	Cases	11	7	0	8	3	Showa Sangyo 3 plants
	Improvement proposals	Cases	29	74	37	45	32	

Material Balance through Business Activities

<List of 27 companies subject to calculation>

Showa Sangyo Co., Ltd., Shosan Shoji Co., Ltd., Shikishima Starch MFG. Co., Ltd., Okumoto Flour Milling Co., Ltd., Kida Flour Mills Co., Ltd., Naigai Flour Milling Co., Ltd., Showa Frozen Foods Co., Ltd., Swing Bakery Co., Ltd., Grandsolu bakery Co., Ltd., Oban Co., Ltd., Kyushu Showa Sangyo Co., Ltd., Showa Keiran Co., Ltd., Shourei Co., Ltd., Shosan Kaihatsu Co., Ltd., Shosan Business Services Co., Ltd., Shosan Transportation Co., Ltd.

Companies subject to calculation starting in FY2018: Central Flour Milling Co., Ltd., Garden Bakery Inc., Tower Bakery Co., Ltd., Star Bakery Co., Ltd.

Companies subject to calculation starting in FY2020: Boso oil and fat Co., Ltd., Nagaokayuryo Co., Ltd., Musashiyushi Co., Ltd., Minaminihonkomeabura Co., Ltd., Tokyoyushikogyo Co., Ltd., Kumiai-yushi Co., Ltd., San-ei Sucrochemical Co., Ltd.

*Saikado Co., Ltd. is removed from the calculation starting in FY2021, and Family-foods Inc. is removed starting in FY2022.

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
INPUT	Raw materials		2,376	2,539	2,275	2,193	2,131	
	Grains		2,357	2,507	2,239	2,154	2,084	
	Vegetable oils and fats		19	32	36	39	47	
	Other raw materials	Thousand t	76	74	63	73	59	
	Packaging materials		20	19	19	19	13	
	Plastics		4	4	4	4	4	
	Paper / cardboard		12	11	11	10	9	
	Metal		4	5	5	4	4	
	Total energy		5,827	7,387	7,412	7,256	7,220	
	Petroleum oil		110	297	267	243	264	
	Gas		1,784	1,855	2,665	3,251	3,167	
	Coal	TJ	1,499	1,479	595	0	0	
	Biomass		231	328	416	373	355	
	Purchased electricity		2,197	2,660	2,719	2,639	2,691	
	Purchased steam power		6	768	751	749	743	
	Water intake		6,250	14,992	14,782	13,980	13,255	
	Water supply		532	565	532	488	471	
	Water for industrial use	Thousand m³	2,990	7,326	7,144	6,701	6,668	
	Well water		2,728	2,491	2,388	2,403	1,443	
	Sea water		0	4,610	4,719	4,388	4,673	
OUTPUT	Sale quantity		1,986	2,188	2,249	2,037	2,077	
	Flour milling business		600	597	565	574	618	
	Vegetable oils and household foods business	Thousand t	287	347	346	328	373	
	Starches and sweeteners business		407	543	644	520	523	
	Animal feed business		644	655	647	570	522	
	Group food businesses		48	46	47	45	42	
	GHG emissions (Scope 1+2)		337	412	367	339	345	
	Scope 1		240	250	211	184	184	
	CO₂	Thousand tons - CO₂e	236	247	205	179	176	Including R22 in calculation
	HFC		2.1	1.0	1.3	0.8	2.4	
	CH₄		1.4	1.7	3.3	3.7	4.5	
	N₂O		0.7	0.8	0.8	0.7	0.7	
	Scope 2		98	162	157	154	161	Calculated using adjusted emission factor
	Scope 3		2,065	2,300	2,252	2,196	2,185	
	Food circulation resources		678	735	896	904	883	
	Wheat-derived		194	183	182	182	179	
	Soy / canola-derived	Thousand t	376	369	352	308	323	Only offices and plants with at least 100t/year production are included
	Corn-derived		105	124	299	350	309	
	Other		4	59	63	65	73	
	Food recycling rate	%	99.9	99.9	99.9	99.9	99.9	
	Amount of unnecessary products		78	96	100	86	107	
	Amount sold as valuable	Thousand t	6.7	6.9	7.3	7.3	7.6	
	Amount recycled		70	87	91	77	98	
	Amount for landfills / incineration		2.0	1.9	1.7	1.2	0.9	
	Waste recycling rate	%	97.5	98.1	98.3	98.6	99.1	
	Amount of waste water		4,676	12,282	11,846	11,635	10,820	
	Amount of waste water (public sewage)	Thousand t	2,449	2,258	2,091	2,112	2,292	
	Amount of waste water (public water)	Thousand t	2,227	10,024	9,755	9,523	8,529	
	Amount of COD burden (public water)	t	39	99	119	144	133	Only specified places of business are included
	Amount of pollution / chemical substance emission							
	NOx	t	273	284	179	120	123	
	SOx		34	29	27	10	11	
	Soot and dust		31	32	27	4	9	
	PRTR-subject substances		461	473	367	369	429	

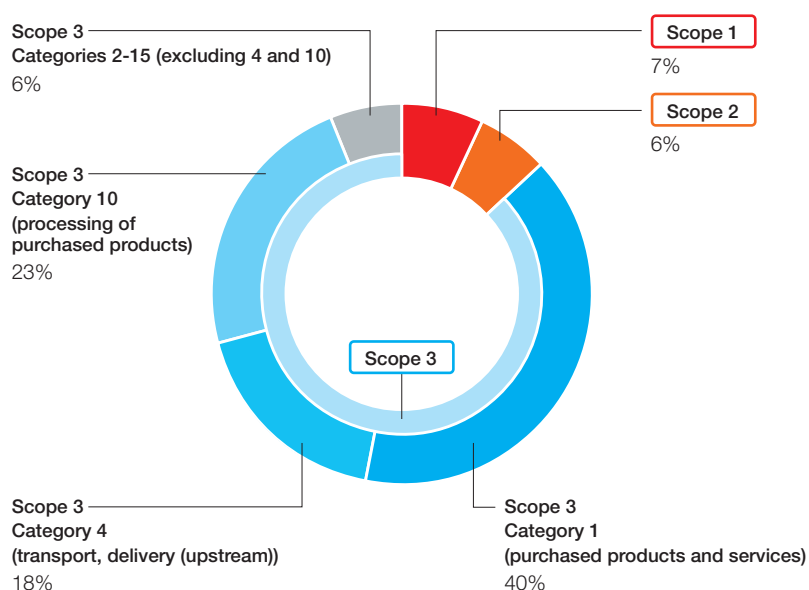
Initiatives for Reducing Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Important Atmospheric Emissions

Toward proper management of pollution prevention and chemical substances, our Group is moving forward by switching fuel to town gas and LNG, which do not include sulfur, as we strive to reduce emission of atmospheric pollutants. The PRTR-subject substance* our Company handles is hexane used for manufacturing vegetable oils and fats. We assess the amount emitted and amount moved and manage it properly.

* A "Class 1 Designated Chemical Substance" according to the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof

Percentage of Supply Chain Emissions (FY2023)

Scope 3 constituted a rate of 85% or more of the total. In particular, emissions derived from grains (production and transport), one of our main ingredients, amounts to a large percentage of roughly 60% of the total.



Consumer Issue Data

Food Safety and Quality Management

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
On-site audits / investigations								
Showa Sangyo internal audits	Improvement suggestions	Cases	49	8	24	16	15	
	Improvement proposals		46	40	38	46	65	
Group company audits ^{*1}	Domestic bases	Cases	14	2	18	18	13	FY2020: 14 cases cancelled to avoid risks of infection with COVID-19
	Overseas bases		0	0	1	1	2	
Vendor plant investigations	Secondary raw materials	Cases	54	23	100	53	29	
	Container / packaging materials		10	4	12	51	11	
	Outsourced companies		16	10	9	9	10	
Warehouse investigations	In-house warehouses	Cases	13	18	17	17	17	
	Commercial warehouses		41	19	19	16	22	
Activities for improving the abilities of those in quality management								
Qualifications	No. of those taking taste and smell tests	People	362	430	473	517	545	
	No. of those who passed the labeling test ^{*2}		34	23	39	15	16	
Group quality management technology training	No. of participating companies	Companies	16	17	17	15	10	FY2021: held a total of 4 times
	Total No. of participating people	People	43	75	429	240	36	

*1 The aggregation range has fluctuations due to increases and decreases in Group companies. The aggregation range for FY2023 includes 15 companies: Shikishima Starch MFG. Co., Ltd., Okumoto Flour Milling Co., Ltd., Kida Flour Mills Co., Ltd., Naigai Flour Milling Co., Ltd., Swing Bakery Co., Ltd., Grandsolu bakery Co., Ltd., Central Flour Milling Co., Ltd., Garden Bakery Inc., Tower Bakery Co., Ltd., Boso oil and fat Co., Ltd., Tokyoyushikogyo Co., Ltd., San-ei Surochemical Co., Ltd., Showa Keiran Co., Ltd., Z.Y. Food Company Limited, Dachan Showa Foods Tianjin Co., Ltd.

*2 The test that evaluates the ability to create and verify food labeling, held by the Food Labeling Test Association

Dialogue with Customers

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
No. of claims at customer support center	Total	Cases	3,855	5,059	4,301	4,064	3,690	
	Inquiries		3,515	4,647	3,921	3,564	3,417	
	Suggestions		212	277	226	218	180	
	Opinions / requests		128	135	154	118	93	
Details of inquiries	Total	Cases	3,515	4,647	3,921	3,564	3,417	
	About sales stores		1,161	1,734	1,319	1,327	1,134	
	About best-before date		539	629	590	554	499	
	Other		1,815	2,284	2,012	1,683	1,784	

Social Data

Employment Data

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
Employees	No. at our Company	People	1,202	1,244	1,269	1,276	1,270	Group consolidated companies
	No. at consolidated companies	People	2,421	2,899	2,870	2,863	2,858	
	Average age	Years old	39.3	39.4	39.7	40.1	40.8	
	Male	Years old	39.6	39.6	39.8	40.3	41.0	
	Female	Years old	38.6	39.0	39.3	39.7	40.4	
	No. of mid-career hires	People	21	18	19	19	19	
	Male	People	10	9	13	12	10	
	Female	People	11	9	6	7	9	
	Percentage of mid-career hires	%	30.9	26.5	25.3	32.2	29.0	
	No. of mid-career hires in management positions	People	19	20	25	25	37	
	Percentage of mid-career hires in management positions	%	7.7	7.9	9.4	8.4	13.0	
Average employment duration	Overall	Years	15.8	15.9	16.1	16.4	16.5	
	Male	Years	16.7	16.7	16.9	17.3	17.4	
	Female	Years	13.6	13.7	14.1	14.2	14.2	
Full-time employee turnover	Total number of employees leaving work	People	41	35	53	55	63	
	Voluntary separation rate	%	43.9	48.6	79.2	74.5	57.1	
Leaving work within three years*	No. of people	People	9	4	7	11	9	
	Percentage of people in Company	%	17.3	6.9	11.1	16.4	13.2	
Wage disparity between men and women	All workers	%	-	-	-	74.7	75.2	Calculated starting in FY2022 based on the regulations in the "Act on the Promotion of Women's Active Engagement in Professional Life"
	Regular workers	%	-	-	-	77.7	78.9	
	Part-time / temporary workers	%	-	-	-	52.1	48.5	

* In FY2023, we revised the calculation method and applied it to previous years' calculations.

Workplace Environment

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
Working environment	Total hours worked (annually)	Hours	2,002	1,990	1,996	1,974	1,999	
	Average overtime hours worked (monthly)	Hours	13	12	12	12	12	
	Percentage of yearly paid leave taken	%	62.4	58.8	64.3	71.1	73.8	
	Average no. of days of yearly paid leave taken	Days	11	11	12	13	12	
System utilization	No. of people using the nursing care leave system	People	0	0	1	0	0	The number of male employees who became fathers between April 1, 2023 and March 31, 2024 is 31.
	No. of people using the shortened time working system	People	71	77	81	87	66	
	No. of people using the childcare leave system	People	42	28	45	40	37	
	Male	People	24	14	29	22	19	
	Percentage taken	%	72.7	50.0	87.9	95.7	61.2	
	Female	People	18	14	16	18	18	
	Percentage taken	%	100.0	100.0	100.0	100.0	100.0	
	Percentage of women who return after childcare leave	%	100.0	89.5	87.5	87.5	88.8	
	Retention rate of women who return after childcare leave	%	100.0	100.0	100.0	100.0	100.0	
Employee activity	Training cost per employee	Thousand yen	69	59	64	50	55	The number of employees returning from childcare leave in FY2023 (16) ÷ The number of employees taking childcare leave in FY2022 Percentage employed one year after returning The number of employees returning from childcare leave in FY2022 was 14.

Diversity

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
Participation by women	Percentage of employees who are women	%	27.4	27.8	28.0	27.7	28.7	
	Percentage of managers who are women		6.0	6.3	7.2	7.9	9.2	
	Percentage of leaders who are women		20.3	21.8	22.8	25.9	27.5	
	Percentage of graduate hires who are women		38.2	35.1	44.8	56.3	51.7	
	Technology		35.3	30.4	41.2	68.4	50.0	
	Office		41.2	42.9	50.0	38.5	53.3	
Participation by seniors	No. of retirement age rehires	People	52	60	66	73	78	
	Percentage of retirement age rehires	%	71.4	93.8	100.0	100.0	90.9	
Participation by disabled persons	Percentage of disabled person hires	%	1.7	2.1	2.6	2.7	2.9	

Occupational Health and Safety

		Units	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
Work accidents*	Accidents without lost time	Cases	3	4	8	14	6	
	Accidents with lost time	Cases	2	1	4	3	4	
	Work accident frequency rate	-	0.8	0.4	1.6	1.2	1.6	
	(Average for manufacturing business)	-	(1.2)	(1.2)	(1.3)	(1.3)	(1.3)	
	Work accident severity rate	-	0.00	0.00	0.09	0.00	0.04	
	(Average for manufacturing business)	-	(0.10)	(0.07)	(0.06)	(0.08)	(0.08)	

* Calculated based on the standards of the Ministry of Health, Labour and Welfare's Survey on Industrial Accidents.