

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**  
**2023**

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## Scope of Data

### Target Organization

Mainly, Showa Sangyo Co., Ltd. only (Showa Sangyo Group: As of March 31, 2023)

### Target Period

FY2017-2022 (April 1, 2017 - March 31, 2023)

### Reporting Cycle

Annually

### Month of Publication

December, 2023

## Environmental Data

### Environment Management (Non-consolidated Basis)

		Units	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
No. of environment committee meetings	Kashima Plant	Cases	2	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	7	11	7	0	8	Showa Sangyo 3 plants
	Improvement proposals	Cases	24	29	74	37	45	

### 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., Kumaiyushi 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	FY2018	FY2019	FY2020	FY2021	FY2022	Notes	
INPUT	Raw materials		2,295	2,376	2,539	2,275	2,193	
	Grains		2,277	2,357	2,507	2,239	2,154	
	Vegetable oils and fats		18	19	32	36	39	
	Other raw materials	Thousand t	76	76	74	63	73	
	Packaging materials		20	20	19	19	19	
	Plastics		4	4	4	4	4	
	Paper / cardboard		12	12	11	11	10	
	Metal	4	4	5	5	4		
	Total energy		5,883	5,827	7,387	7,412	7,256	
	Petroleum oil		90	110	297	267	243	
	Gas		1,821	1,784	1,855	2,665	3,251	
	Coal	TJ	1,544	1,499	1,479	595	0	
	Biomass		249	231	328	416	373	
	Purchased electricity		2,172	2,197	2,660	2,719	2,639	
	Purchased steam power		7	6	768	751	749	
	Water intake		6,345	6,250	14,992	14,782	13,980	
	Water supply		564	532	565	532	488	
Water for industrial use	Thousand m <sup>3</sup>	3,126	2,990	7,326	7,144	6,701		
Well water		2,656	2,728	2,491	2,388	2,403		
Sea water		0	0	4,610	4,719	4,388		
Sale quantity		1,976	1,986	2,188	2,249	2,037		
Flour milling business	Thousand t	582	600	597	565	574		
Vegetable oils and household foods business		292	287	347	346	328		
Starches and sweeteners business		407	407	543	644	520		
Animal feed business		646	644	655	647	570		
Group food businesses		49	48	46	47	45		
GHG emissions (Scope 1+2)			348	337	412	367	339	
Scope 1	Thousand tons - CO <sub>2</sub> e	244	240	250	211	184		
CO <sub>2</sub>		239	236	247	205	179	Including R22 in calculation	
HFC		2.6	2.1	1.0	1.3	0.8		
CH <sub>4</sub>		1.4	1.4	1.7	3.3	3.7		
N <sub>2</sub> O		0.6	0.7	0.8	0.8	0.7		
Scope 2		103	98	162	157	154	Calculated using adjusted emission factor	
Scope 3	2,018	2,065	2,300	2,252	2,196			
Food circulation resources		712	678	735	896	904		
Wheat-derived	Thousand t	195	194	183	182	182	Only offices and plants with at least 100t/year production are included	
Soy / canola-derived		411	376	369	352	308		
Corn-derived		103	105	124	299	350		
Other		4	4	59	63	65		
Food recycling rate	%	99.9	99.9	99.9	99.9	99.9		
Amount of unnecessary products		80	78	96	100	86		
Amount sold as valuable	Thousand t	7.2	6.7	6.9	7.3	7.3		
Amount recycled		71	70	87	91	77		
Amount for landfills / incineration		1.9	2.0	1.9	1.7	1.2		
Waste recycling rate	%	97.5	97.5	98.1	98.3	98.6		
Amount of waste water		4,707	4,676	12,282	11,846	11,635		
Amount of waste water (public sewage)	Thousand t	2,461	2,449	2,258	2,091	2,112		
Amount of waste water (public water)	Thousand t	2,246	2,227	10,024	9,755	9,523		
Amount of COD burden (public water)	t	42	39	99	119	144	Only specified places of business are included	
Amount of pollution / chemical substance emission								
NOx	t	239	273	284	179	120		
SOx		40	34	29	27	10		
Soot and dust		7	31	32	27	4		
PRTR-subject substances		525	461	473	367	369		

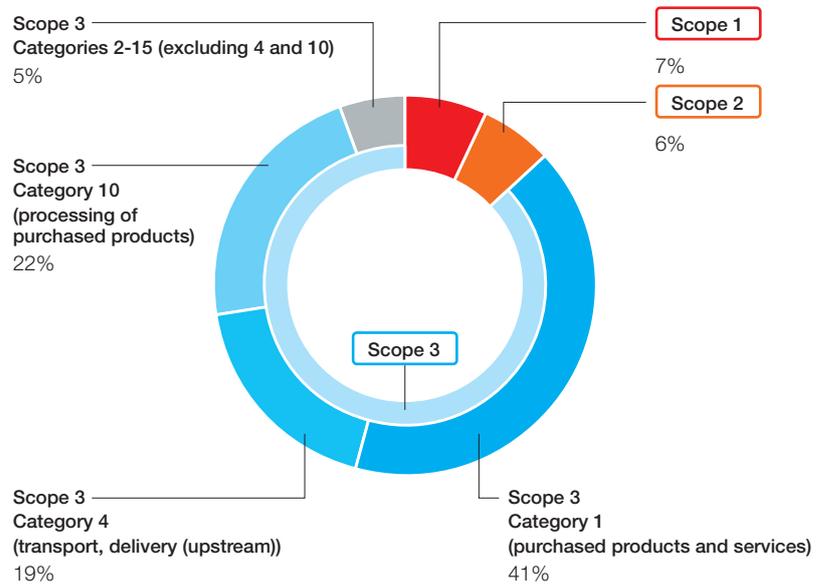
## Initiatives for Reducing Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Important Atmospheric Emissions

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 (FY2022)

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	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
On-site audits / investigations								
Showa Sangyo internal audits	Improvement suggestions	Cases	53	49	8	24	16	
	Improvement proposals		54	46	40	38	46	
Group company audits <sup>*1</sup>	Domestic bases	Cases	11	14	2	18	18	FY2020: 14 cases cancelled to avoid risks of infection with COVID-19
	Overseas bases		0	0	0	1	1	
Vendor plant investigations	Secondary raw materials	Cases	47	54	23	100	53	
	Container / packaging materials		20	10	4	12	51	
	Outsourced companies		4	16	10	9	9	
Warehouse investigations	In-house warehouses	Cases	17	13	18	17	17	
	Commercial warehouses		44	41	19	19	16	
Activities for improving the abilities of those in quality management								
Qualifications	No. of those taking taste and smell tests	People	326	362	430	473	517	
	No. of those who passed the labeling test <sup>*2</sup>		35	34	23	39	15	
Group quality management technology training	No. of participating companies	Companies	14	16	17	17	15	FY2021: held a total of 4 times
	Total No. of participating people	People	30	43	75	429	240	

\*1 The aggregation range has fluctuations due to increases and decreases in Group companies. The aggregation range for FY2022 includes 18 companies: 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., Central Flour Milling Co., Ltd., Garden Bakery Inc., Tower Bakery Co., Ltd., Boso oil and fat Co., Ltd., Tokyoyushikogyo Co., Ltd., San-ei Sucrochemical Co., Ltd., Kyushu Showa Sangyo Co., Ltd., Showa Keiran Co., Ltd., Z.Y. Food Company Limited, Shourei Co., Ltd., Shosan Transportation 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	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
No. of claims at customer support center	Total		3,766	3,855	5,059	4,301	4,064	
	Inquiries	Cases	3,401	3,515	4,647	3,921	3,564	
	Suggestions		230	212	277	226	218	
	Opinions / requests		135	128	135	154	118	
Details of inquiries	Total		3,401	3,515	4,647	3,921	3,564	
	About sales stores	Cases	981	1,161	1,734	1,319	1,327	
	About best-before date		486	539	629	590	554	
	Other		1,934	1,815	2,284	2,012	1,683	

# Social Data

## Employment Data

		Units	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
Employees	No. at our Company	People	1,176	1,202	1,244	1,269	1,276	Group consolidated companies
	No. at consolidated companies	People	2,376	2,421	2,899	2,870	2,863	
	Average age	Years old	39.3	39.3	39.4	39.7	40.1	
	Male	Years old	39.5	39.6	39.6	39.8	40.3	
	Female	Years old	38.5	38.6	39.0	39.3	39.7	
	No. of mid-career hires	People	18	21	18	19	19	
	Male	People	8	10	9	13	12	
	Female	People	10	11	9	6	7	
	Percentage of mid-career hires	%	28.6	30.9	26.5	25.3	32.2	
	No. of mid-career hires in management positions	People	14	19	20	25	25	
	Percentage of mid-career hires in management positions	%	5.7	7.7	7.9	9.4	8.4	
Average employment duration	Overall	Years	15.9	15.8	15.9	16.1	16.4	
	Male	Years	16.9	16.7	16.7	16.9	17.3	
	Female	Years	13.6	13.6	13.7	14.1	14.2	
Full-time employee turnover	Total number of employees leaving work	People	52	41	35	53	55	
	Voluntary separation rate	%	40.4	43.9	48.6	79.2	74.5	
Leaving work within three years	No. of people	People	6.0	7.0	8.0	11.0	6.0	
	Percentage of people in Company	%	9.5	10.3	11.8	15.9	10.7	
Wage disparity between men and women	All workers	%	-	-	-	-	74.7	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	
	Part-time / temporary workers	%	-	-	-	-	52.1	

## Workplace Environment

		Units	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
Working environment	Total hours worked (annually)	Hours	2,009	2,002	1,990	1,996	1,974	
	Average overtime hours worked (monthly)	Hours	13	13	12	12	12	
	Percentage of yearly paid leave taken	%	58.2	62.4	58.8	64.3	71.1	
	Average no. of days of yearly paid leave taken	Days	11	11	11	12	13	
System utilization	No. of people using the nursing care leave system	People	0	0	0	1	0	
	No. of people using the shortened time working system	People	62	71	77	81	87	
	No. of people using the childcare leave system	People	34	42	28	45	40	
	Male	People	14	24	14	29	22	
	Percentage taken	%	40.0	72.7	50.0	87.9	95.7	
	Female	People	20	18	14	16	18	
	Percentage taken	%	100.0	100.0	100.0	100.0	100.0	
Percentage of women who return after childcare leave	%	94.7	100.0	89.5	87.5	87.5		
Retention rate of women who return after childcare leave	%	100.0	100.0	100.0	100.0	100.0	Percentage employed one year after returning	
Employee activity	Training cost per employee	Thousand yen	58	69	59	64	50	

## Diversity

		Units	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
Participation by women	Percentage of employees who are women		26.3	27.4	27.8	28.0	27.7	
	Percentage of managers who are women		4.5	6.0	6.3	7.2	7.9	
	Percentage of leaders who are women		20.9	20.3	21.8	22.8	25.9	
	Percentage of graduate hires who are women	%	35.3	38.2	35.1	44.8	56.3	
	Technology		35.0	35.3	30.4	41.2	68.4	
	Office		35.7	41.2	42.9	50.0	38.5	
Participation by seniors	No. of retirement age rehires	People	58	52	60	66	73	
	Percentage of retirement age rehires	%	92.6	71.4	93.8	100.0	100.0	
Participation by disabled persons	Percentage of disabled person hires	%	1.6	1.7	2.1	2.6	2.7	

## Occupational Health and Safety

		Units	FY2018	FY2019	FY2020	FY2021	FY2022	Notes
Work accidents	Accidents without lost time	Cases	8	5	4	8	14	
	Accidents with lost time	Cases	4	3	1	4	5	
	Work accident frequency rate	-	1.5	1.1	0.4	1.5	1.8	
	(Average for manufacturing business)	-	(1.2)	(1.2)	(1.2)	(1.3)	(1.3)	
	Work accident severity rate	-	0.002	0.003	0.000	0.066	0.004	
	(Average for manufacturing business)	-	(0.10)	(0.10)	(0.07)	(0.06)	(0.08)	