



# FY2022 CSR Report

Yoshida Group



(April 2022~Mar. 2023)

●1-1.Human Rights, Labor and Diversity		
Number of human rights issues(child labor, forced labor)	0	[cases]
Number of incidents of discrimination and harassment	0	[cases]
Percentage of female employees	64.6	[%]
Percentage of female managers	12.6	[%]
●1-2.Working conditions and social dialogue		
Percentage of employees with social insurance	100	[%]
Percentage of employees covered by working conditions as defined by employment regulations, collective labor agreements, and individual contracts.	100	[%]
Percentage of employees covered by unions and representative committees that bargain collectively	82	[%]
●1-3.Career Management and Education		
Percentage of employees receiving regular performance and career development reviews	82	[%]
Average hours of training per employee	11.93	[h]
●1-4.Health and Safety		
Number of work-related accidents	14	[cases]
Percentage of employees receiving training on occupational health and safety	100	[%]
Occupational injury frequency rate	3.11	[-]
Work accident severity rate	0.01	[-]
●1-5.Ethics		
Number of employees trained on ethical issues.	1,054	[people]
Number of reports through the whistleblower system	0	[cases]
Number of confirmed corrupt practices	0	[cases]
●1-6.Sustainable Procurement		
Status of obtaining supplier code of conduct agreement	100	[%]
●1-7.Information Security		
Number of Information Security Incidents	0	[cases]

## 『Sedex (Supplier Ethical Data Exchange) 』



Member

Yoshida Group has registered as a supplier member of Sedex and is actively working to build a sustainable supply chain.

As a member of Sedex, we focus on labor and human rights, environmental impact, and ethical business practices, helping to establish transparent and sustainable business partnerships.

## 『Ecovadis』 Silver Medal

Yoshida Group has been assessed by Ecovadis, an institution that evaluates sustainability activities. We have been working on environmental load reduction activities such as energy consumption reduction, waste management and reduction, and other sustainability activities such as labor and human rights and ethics, and in April 2023 we were awarded the Silver Medal. We will continue our activities for further improvement.

## 2. Environmental Activities



『CDP climate change2022』 『CDP water security2022』 "B" Score



Yoshida Group is a member of CDP, an international non-governmental organization (NGO) that evaluates and discloses the environmental efforts of companies and other entities.

"CDP Climate Change 2022" and "CDP Water security 2022", and received a score of "B" for each.

(December 13, 2022)

"B" score in the CDP is considered to be at the management level and indicates that the company "has taken action to address environmental risks and impacts, and is prepared to eliminate environmental risks.

We will continue to promote climate change countermeasures, including the reduction of water risks, and contribute to the realization of a sustainable society.

### 2-1. Environment-related data (FY2022)

#### INPUT

Energy consumption

 **22,143 MWh**

Renewable energy consumption

 **206 MWh**

Resin Raw Material Consumption

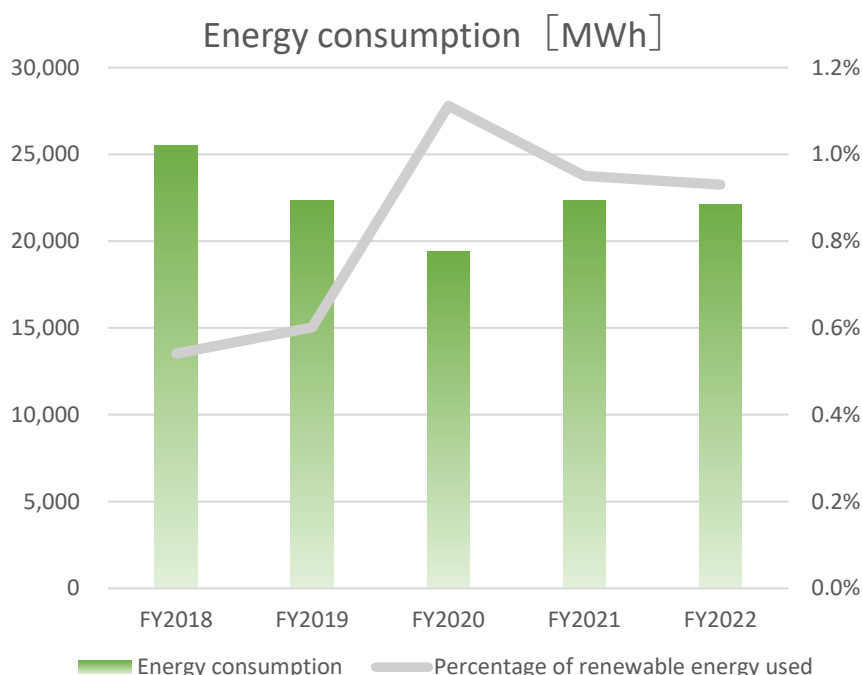
 **4,998 t**

Recycled Resin Raw Material Consumption

 **327 t**

Water consumption

 **92 Mℓ**



#### OUTPUT

GHG (CO<sub>2</sub>) emissions from energy use

 **12,971 t-CO<sub>2</sub>**

(Scope1 **157 t-CO<sub>2</sub>**)

(Scope2 **12,814 t-CO<sub>2</sub>**)

General and industrial waste generated

 **748 t**

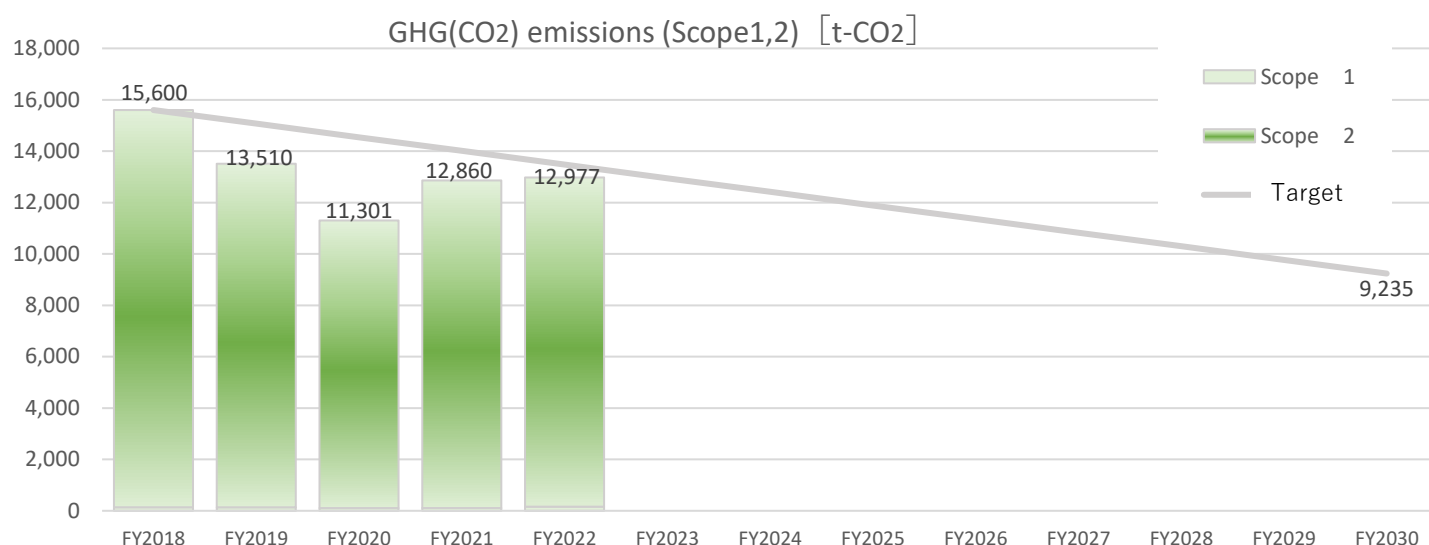
Total weight of waste plastic recycled

 **1,177 t**

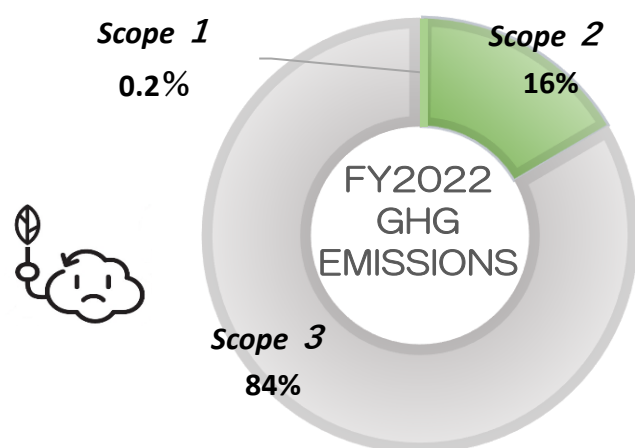


## ● 2-2. GHG (CO<sub>2</sub>) emissions (Scope1 + 2) Reduction target

Target value: 40% reduction by FY2030 (compared to FY2018)



## ● 2-3. Supply chain GHG (CO<sub>2</sub>) emissions



« details »

Yoshida group's supply chain GHG emissions are composed of the largest share of Scope 3 emissions (84%), with the majority of emissions (about 72%) associated with Category 1 purchased products and services.

GHG emissions Scope1,2,3		[t-CO <sub>2</sub> ]				
		FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1		138	137	107	109	162
Scope 2		15,462	13,373	11,194	12,750	12,814
Scope 3		90,981	69,013	51,200	59,076	65,363
cat. 1	Purchased goods and services	82,247	57,310	44,163	50,881	56,621
cat. 2	Capital goods	3,616	5,996	3,611	4,215	4,563
cat. 3	Fuel- and energyrelated activities (not included in scope 1 or scope 2)	1,737	1,537	1,245	1,521	1,506
cat. 4	Upstream transportation and distribution	1,890	2,791	855	1,272	1,514
cat. 5	Waste generated in operations	370	328	344	287	245
cat. 6	Business travel	245	231	218	201	205
cat. 7	Employee commuting	868	811	755	693	704
cat.12	End-of-Life Treatment of Sold Products	8	8	8	6	5