

# SWCC Group CSR Report 2019



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## Greetings

“Further improvement on corporate value”

**Takayo Hasegawa**

President and Representative Director  
SWCC Showa Holdings Co., Ltd.



Under the Change SWCC2022 mid-term management plan, which aims to promote continuous structural reforms and growth strategy, we at the SWCC Group have worked on improving operations and raising employees' awareness. Accordingly, our operating results have steadily improved for the term ended March 2019, and the profit target set in this mid-term management plan has been achieved three years ahead of schedule.

We are about to announce the revised mid-term management plan that has been reviewed to spur this momentum. We will continue consistent structural reforms of the SWCC Group. Meanwhile, we are committed to working on new businesses, such as developing a new business model in the current business environment, as well as facilitating development of new products and technologies.

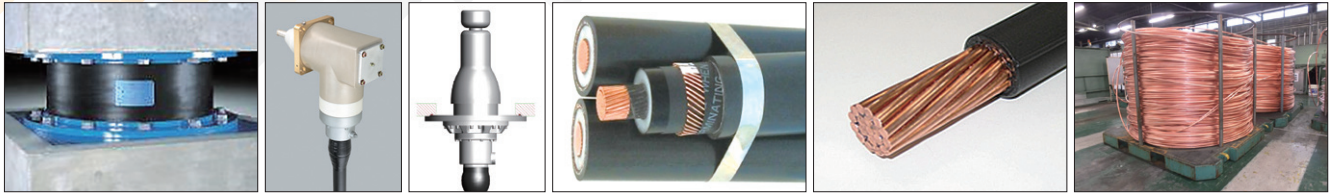
It is part of corporate social responsibility (CSR) to always review the state of corporate governance and strengthen internal control. From fiscal 2019, the SWCC Group has transitioned to a company with an audit and supervisory committee, which focuses on enhancing and expanding power as well as clarifying the responsibilities, and expanded the executive officer system. The Group's business segments have been classified based on the business industry and strategy.

We aim to make quick decisions and steps to increase revenue through the new measures we adopt.

We appreciate your continued support for our Group's efforts in the future.

September 2019

## SWCC Group Supporting Infrastructure



### Enriching people's lives

- **Carrying electricity from the power plant to homes**

“Electric wires and cables” are manufactured to distribute the electrical energy, which is essential for the development of the society.

Environmentally friendly “eco-cables” neither generate hazardous substances in the waste disposal process nor emit toxic gases even when burned.

- **Allowing large capacity data communication**

“Optical fiber cables” are used as trunk lines in information society such as the Internet.

- **Protecting our health**

Special sophisticated “high voltage direct current (HVDC)” cables are manufactured to respond to high voltage medical devices such as X-ray machines.

- **Transmitting electricity wirelessly**

“Litz wires” through which a large amount of electricity flows are used as wireless power feeding coils of the automatic conveyor.

- **Ensuring a comfortable living space**

“Vibration control devices” are used to prevent vibration and noise of large air conditioning and electrical systems in buildings or transportation facilities.

### Protecting cities from disasters

- **Protecting government buildings, schools and hospitals from earthquakes**

“Seismic isolators” are installed in the basement of the building to reduce earthquake shaking.

- **Protecting substations from earthquakes**

Earthquake-resistant “direct mold” termination materials for power cables, which do not use insulating oil, prevent the occurrence of fire due to damage.

- **Safely evacuating people from the fire area**

“Fire-fighting cables” are manufactured to guide and evacuate people to safer places by connecting alarm equipment and emergency lights even in case of fire.

### Protecting the earth

- **Combating global warming**

High-grade wire rods such as “oxygen free copper MiDIP” and “copper-silver alloys” are manufactured. These wire rods are essential for the diffusion of electric vehicles (EVs), which are expected as a global warming measure.

- **Providing energy-saving safe electrical systems**

Compact type electric power connectors “SICONEX Series” contribute to downsizing of substation facilities. These are safe and environmentally friendly products, which do not use oil and regulated sulphur hexafluoride (SF6) gas for insulation.

- **Saving energy in offices**

Reduction in the diameters of “rollers for printers and copiers” is implemented to contribute to reducing equipment power consumption.

SWCC Group products are used in a variety of electrical products (home appliances, industrial equipment, information equipment and automobiles). With the aim of developing a town where people can continue to live, the SWCC Group is committed to providing better products to the society in the future.

# CSR Basic Policy

On the axis of “trust” stated in our management philosophy, we aim to realize a sustainable society and improve corporate value based on our accumulated technologies and experience in the business.

## Priority Issues

<b>E</b> (Environment)	● Contribution to environmental protection and sustainable social development through business activities
	● Reduction of CO <sub>2</sub> and VOC emissions
	● Effective utilization of resources
	● Promotion of environmentally friendly product development and commercialization
	● Action for biodiversity
<b>S</b> (Social)	● Promotion of safety and hygiene activities
	● Continuous improvement of the effectiveness of the quality management system
	● Promotion of employee work-life balance and creation of a comfortable working environment
	● Maintenance and emphasis on good communication with stakeholders
<b>G</b> (Governance)	● Thorough compliance
	● Strengthening cyber security measures
	● Management and reduction of critical risks in business activities
	● Improvement in transparency through information disclosure

## Solutions for Social Problems

We at the SWCC Group state as the first item of the management policy, “The SWCC Group shall give top priority to its customers and provide them with products that are beneficial for society, environmentally friendly, good quality and safety conscious to develop society.” Accordingly, we will continue contributing to solving social challenges through our business activities to boldly achieve our social mission.

Currently, global initiatives such as the international framework “Paris Agreement” toward climate change mitigation and “Sustainable Development Goals (SDGs)” advocated by the United Nations are implemented to address serious problems on a global scale, including environmental pollution and climate change.

We carry out the following actions to ensure the sustainable development of environment and society through business activities:

### ■ Protecting substations from earthquakes

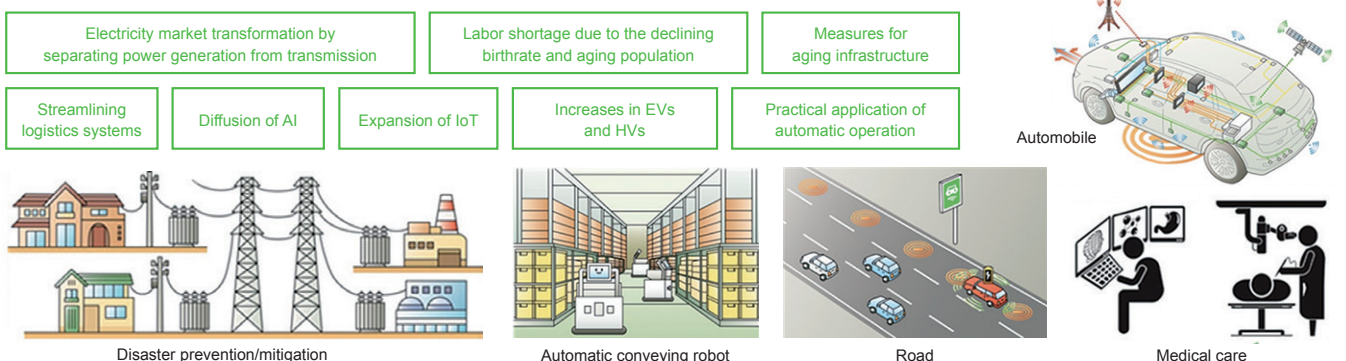
Compact type electric power connectors “SICONEX Series” are used in substations. When the size and weight of the parts used in the distribution transformer are reduced, along with shakiness of the system, the equipment will be protected from earthquakes. Damage by fire will not occur without the use of insulating oil.

### ■ Supporting EVs with materials

Our unique facilities and know-hows help to manufacture copper continuously with a purity of 99.99% and an oxygen content of 5 ppm. With good weldability and workability, this copper is used in the motors of new energy vehicles. Further reduction of oxygen levels and stabilization of quality are enhanced.

### ■ Contributing to labor-saving technology in logistics

Stranded insulated copper wires called “Litz wires” can transmit high-frequency energy with low loss. The SWCC Group has started sales of wireless power feeding coils, which have taken advantage of this feature. These coils are used in the automatic conveyor in the factory.



# Voluntary Action Plan on the Environment



## Sixth Group Voluntary Action Plan on the Environment (Voluntary Plan)

We developed the sixth voluntary action plan on the environment (from fiscal 2016 to 2020) in fiscal 2016, and started the 5-year plan. This plan helps the Group improve the environmental performance.

Environmental objective	Activity item	Attainment target (FY2020)
Mitigation of climate change	Energy saving (Reduction of CO <sub>2</sub> emissions)	Reduce the basic unit of energy consumption by at least 5% by fiscal 2020, compared to the reference value <sup>*1</sup> .
Efficient use of resources	Reduction of waste generated	Reduce the basic unit of waste generated by at least 5% by fiscal 2020, compared to the reference value <sup>*1</sup> .
	Promotion of zero emissions	Achieve zero emissions at all production sites.
Enhanced management of chemical substances	Reduction of VOC <sup>*2</sup> emissions to the atmosphere	Reduce VOC <sup>*2</sup> emissions to the atmosphere by at least 14% by fiscal 2020, compared to the reference value <sup>*1</sup> .
	Improvement in VOC <sup>*2</sup> emission rate to the atmosphere	Maintain the VOC <sup>*2</sup> emission rate to the atmosphere at 5% or less by fiscal 2020.
Expansion of environmental contribution products	Expansion of environmental contribution products	Expand registration of environmental contribution products.
Conservation of biodiversity	Conservation of biodiversity	Promote reduction of impacts on biodiversity. Promote greenery conservation and greening.

\*1 Reference value: Mean value for the period from fiscal 2010 to 2014 \*2 VOC: Abbreviation for Volatile Organic Compounds

## Environmental Conservation Activities in FY2018

In fiscal 2018, we achieved most of the targets except for promotion of zero emissions as listed below.

Activity item	Target for FY2018	Result	Evaluation
Energy saving (Reduction of CO <sub>2</sub> emissions)	Reduce the basic unit of energy consumption by at least 3%, compared to the reference value <sup>*1</sup> .	3.2%	○
	Take energy-saving improvement measures to reduce energy consumption by at least 4.3%, compared to the reference value <sup>*1</sup> . (Reduce by at least 0.8% through new measures for fiscal 2018.)	4.4% (0.9%)	○
Reduction of waste generated	Reduce the basic unit of waste generated by at least 3%, compared to the reference value <sup>*1</sup> .	6.1%	○
Promotion of zero emissions	Achieve zero emissions at all 10 production sites. (Reduce the final waste disposal rate to 0.5% or less of waste generated.)	Achieved at 7 sites	△
Enhanced management of chemical substances	Reduce VOC <sup>*2</sup> emissions to the atmosphere by at least 8.4%, compared to the reference value <sup>*1</sup> .	13.4%	○
Expansion of environmental contribution products	Register at least 12 new items as environmental contribution products.	13 items	○
Conservation of biodiversity	Carry out activities for which the Biodiversity Guidelines are implemented.	Carried out activities	○

\*1 Reference value: Mean value for the period from fiscal 2010 to 2014 \*2 VOC: Abbreviation for Volatile Organic Compounds

## Major Activities in FY2018

### ■ Reduction of VOC emissions to the atmosphere

#### (1) Reduction of dilution thinner

The Ebina Factory of SWCC Showa Cable Systems Co., Ltd. manufactures various types of rollers for printers and copiers. Thinners to adjust the viscosity of the paint used for products have been reduced. Previously, we diluted enough paint for several days' use with thinner in a large container. Then, extra thinner was added to adjust the viscosity because the initial thinner evaporated and the viscosity changed before the operation on the following day.

This operating system has been changed to allow the amount of paint used in one day to be diluted in a small container and used up on the same day. In this way, the usage of thinner has been divided into small portions and reduced without the addition of extra thinner. Over the time, we reduced the usage of thinner by a significant 92% compared to our earlier practice.

#### (2) Update to inkjet printers with less maintenance

Inkjet printers are used to print on cable surfaces. The solvent ethyl methyl ketone is used for daily maintenance of the inkjet printers. The problem is that the older the equipment gets, the more solvent is required for maintenance. Therefore, inkjet printers requiring less maintenance are being used to reduce the usage of solvent for maintenance. Accordingly, usage has been reduced by approximately 80%. The operators' burden of maintenance work has been reduced as a secondary effect.

## Efforts for Employees (Human Rights, Employment)



We at the SWCC Group state in our management policy that “The SWCC Group shall create a bright and pleasant working environment as well as improve employee autonomy and willingness from the perspective of respect for human dignity.” Accordingly, we have developed a human resource management system from hiring to retiring to help each and every employee who makes great contributions to our business operations find more satisfaction by having a more decent working environment. We have also established the health management declaration to promote the health of employees.

### Respect for Human Rights / Prohibition of Discrimination

In the SWCC Code of Conduct, we respect human rights, individual personality and privacy; comply with laws and regulations; and refrain from violating human rights such as discriminatory treatment. We take measures to create a comfortable working environment where employees with different personalities can work without discrimination.

In particular, compliance training is integrated into the hierarchical training program to deepen awareness of human rights and ensure a fair and equal employment system.

### Work Life Balance

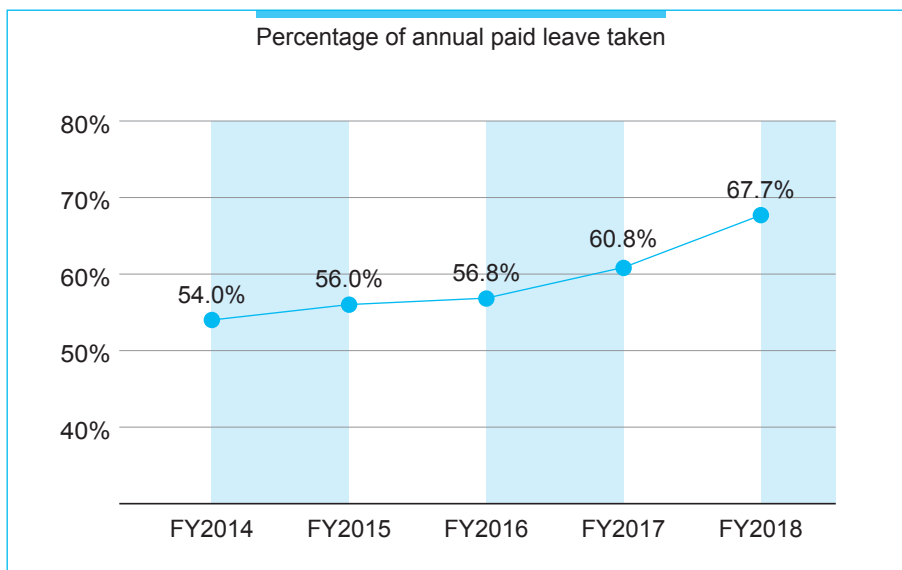
With the aim of preventing employees from working long hours so that they can have better work-life balance, we have introduced a planned annual leave system. It encourages employees to declare at least six scheduled paid holidays to their respective managers at the beginning of each fiscal year and take those holidays in a planned manner. There is also an annual consecutive paid leave system, which encourages employees to take three consecutive paid holidays each year and five consecutive paid holidays for every five years of service. Our labor and management work together to achieve the aims of the system.

We also check the health of employees who have worked 40 overtime hours in one month. In addition to having these employees interview with their supervisors, get feedback from the industrial physician regarding the results as well.

The percentage of annual paid leave taken has been growing over recent years thanks to our work-style reform. We strive to achieve 75% of annual paid leave taken so employees can better achieve work-life balance.

In fiscal 2018, SWCC Showa Holdings and SWCC Showa Cable Systems introduced a telework system that allows employees to work from home for the purposes below:

- Meet different work style needs and create a working environment for better productivity and convenience.
- Create an environment where employees in various working situations (e.g. child care, caring for a family member, medical treatment) can participate actively, with the aim of helping them balance their work and family lives.
- Use this system as an alternative means of working in order to ensure safety in case of commuting difficulties due to disasters and transportation accidents.



## Diversity

By capitalizing on the diversity of employees, the SWCC Group aims to be an organization flexible and adaptable to the times when the capacity to deal with change is required. The Group recruits diverse human resources with different backgrounds. The Group is also committed to creating an environment where people having difficulties continuing to work for various reasons can continuously exercise their capabilities.

### ■ Senior Employment Program

While Japan's birthrate is declining and its population aging, we operate our senior employment program to provide workplaces for those who are willing to keep working after retirement.

This program offers post-retirement employees a variety of work styles, such as full-time work allowing them to work for the same length of time as regular employees and short-time work including working fewer hours and days.

People aged from 60 to 65 cannot receive a pension under the amended Employees' Pension Scheme. We have raised this group's salaries for the period since fiscal 2018 as a way to maintain and improve their motivation, ensure stable manpower, and ensure that our technology gets passed down to a new generation.

### ■ Promotion of full-time employment and direct-hire employment

While the increase in non-traditional employees is getting society's attention, we actively recruit motivated human resources as regular employees to stabilize employees' lives and employment.

We also change the status of temporary employees to direct-hire employees.

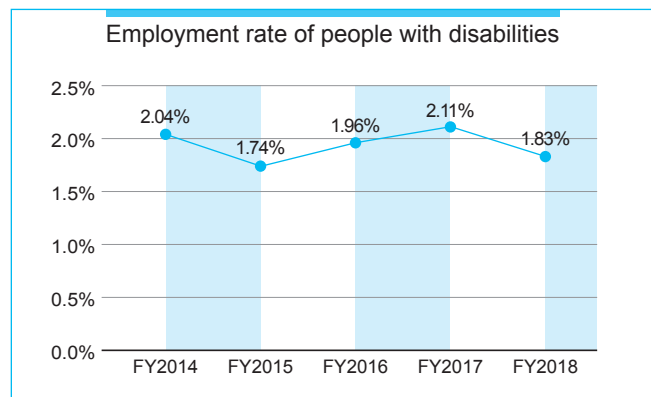
### ■ Recruitment of people with disabilities

We promote the employment of people with disabilities to encourage their integration into society and to comply with the requirements of relevant laws and regulations.

We improve the environment so these individuals can work comfortably and we enable flexible work styles suited to the individual's physical condition.

### ■ Global recruitment / Mid-career recruitment

We recruit on a global scale beyond the walls of nationality with our global business development. We hire mid-career personnel with extensive backgrounds as well as new graduates regularly.



\* The employment rate is calculated based on the data of SWCC Showa Cable Systems.

#### Percentage of non-Japanese employees recruited as generalists

	FY2015	FY2016	FY2017	FY2018
Non-Japanese employees	5%	13%	25%	11%

#### Percentage of mid-career employees recruited as generalists

	FY2015	FY2016	FY2017	FY2018
Mid-career recruitment	10%	13%	100%	48%

### ■ Female recruitment

We actively recruit human resources in a fair and equitable manner, regardless of gender. Meanwhile, we devote our efforts to create a pleasant working environment by improving the support system for female employees to bear and raise children with peace of mind.

#### Percentage of female employees out of all employees

Fiscal Year	FY2015	FY2016	FY2017	FY2018
Percentage of female employees	15%	15%	15%	15%

## Overseas Recruitment and Benefit Package

The total number of employees at overseas subsidiaries and affiliates of the SWCC Group (consolidated basis) is 2,097 as of the end of March 2019. 26 non-Japanese employees work in two major Group companies in Japan; SWCC Showa Holdings and SWCC Showa Cable Systems. In terms of overseas recruitment, we comply with the International Labour Organization Convention (ILO) 138 on the Minimum Age for Employment, and exercise appropriate labor management in accordance with local labor laws and employment systems.

Overseas benefit packages include paid company trips and the provision of needed goods and a healthy lunch. We have also enhanced medical services, including health management and quick response to injuries and accidents, for employees posted overseas.

## Supplier Relations (Procurement Guidelines)



### Basic Idea

The SWCC Group develops its Procurement Policy and endeavors to establish a good cooperative relationship with suppliers to provide a stable supply of value-added products.

#### SWCC Group Procurement Policy

The SWCC Group shall:

1. Comply with all applicable laws and regulations along with appropriate social practices, as well as engage in fair and equitable transactions.
2. Give top priority to mutual trust with its suppliers and establish a relationship where each is the best partner for the other.
3. Appreciate stable quality and delivery times, with continued efforts to reduce costs and a constant capacity for technological development.
4. Procure earth conscious materials.

### Development of CSR Guidelines for Supply Chain

We have included the basic idea of social responsibility that should be fulfilled with suppliers and requests in the CSR Guidelines for Supply Chain. We request our suppliers to understand the intended meaning of the guidelines, actively promote CSR and carry out activities defined in the guidelines to procure and transact their products and services.

### Training on Subcontracting Transactions

As part of establishing a good cooperative relationship with suppliers, we conduct a training session on the Subcontract Act for our Group companies' personnel in charge of purchasing. This session has been conducted on a continuing basis. The session in fiscal 2018 was entitled "Thinking about aspects of the Subcontract Act and examples of transactions in a question-and-answer format". It took place 15 times in total at companies and sites. In this way, we can promote sound and equitable procurement activities as well as ensure thorough dissemination of corporate obligations and prohibitions.

## Social Contribution



The SWCC Group is committed to contributing to society through various activities at its all offices and plants.

### Local Clean-up Activities

We regularly clean up streets, parks and rivers around the offices and plants.

### Workplace Experience Learning and Factory Tours

We welcome local junior high and high school students to provide workplace experience and factory tours.

### Collaboration and Interaction with Communities

We make efforts to collaborate and interact with communities through various activities to participate in and attend local events.



Beautification activities in the Seibu Industrial Park (Aomori Showa Electric Cable)



Workplace experience learning (Sendai Office)



Sakuragaoka Cherry Blossom Festival (Daiji Okayama Factory)



# Corporate Governance

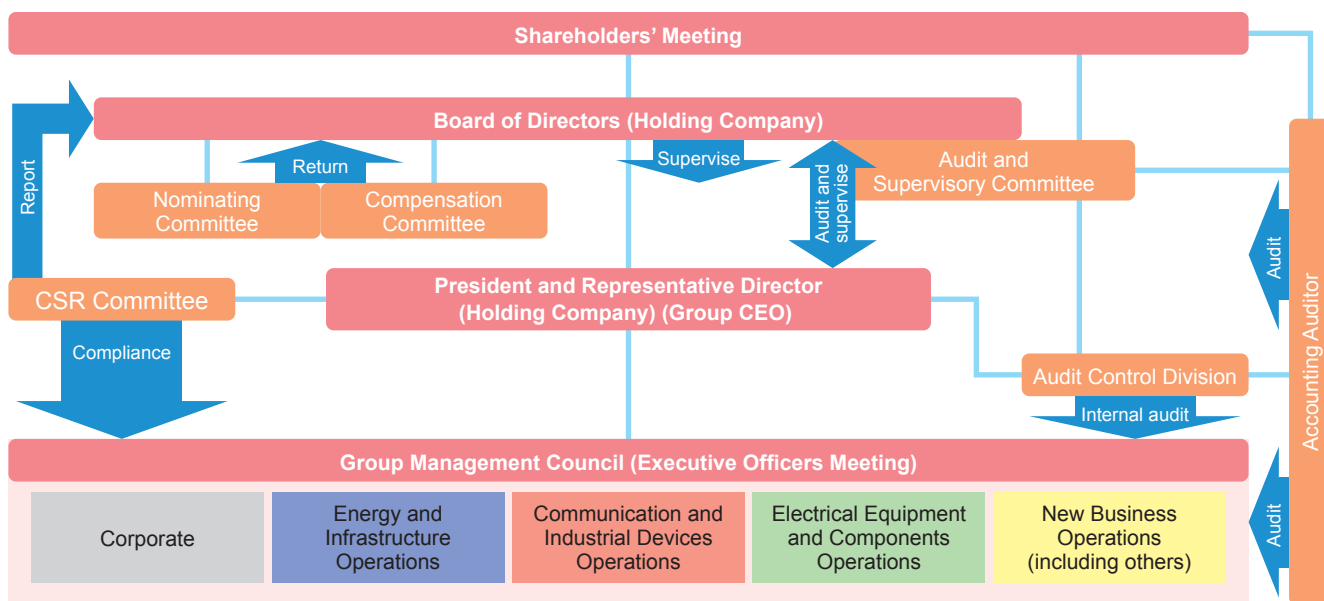
## Basic Policy

Based on the Management Philosophy, in which the keyword is “trust”, the SWCC Group’s Basic Policy for Corporate Governance is to conduct activities with the recognition that speeding up and streamlining management as well as enhancing relevant monitoring functions are challenges for all companies.

The SWCC Group is committed to actively developing a system required to ensure appropriate operations of the Group while fulfilling its corporate social responsibility (CSR).

## Corporate Governance System

With the approval of the annual stockholders’ meeting on June 26, 2019, the SWCC Group has transitioned from a company with a board of company auditors to a company with an audit and supervisory committee. This transition is intended to transfer significant powers to the board of directors and executive officers who execute business, to improve discussions of the board of directors on important issues such as management strategy, as well as to speed up and streamline management. It is also intended to enhance the audit and supervisory functions mainly of the Audit and Supervisory Committee, to ensure both speedy management and strict monitoring. We established the Nominating Committee and Compensation Committee to increase objectivity and transparency in the election of board directors. Both committees consist of mainly outside directors. Furthermore, the CSR Committee has been established under the direct control of the President and Representative Director (Group CEO) to promote CSR activities and implement compliance risk management in a cross-sectional manner throughout the SWCC Group.



## Development, Operation and Monitoring of Internal Control System

The SWCC Group has formulated the Basic Policy on Establishment of the Internal Control System to develop and operate a system to ensure appropriate operations at each site. The audit control division mainly monitors the development and operating status of the system and reports and discusses the results in the Group management council.

As for the internal control reporting system stipulated in the Financial Instruments and Exchange Act, the Internal Control Promotion Office under the Audit Control Division evaluates the reliability of financial reporting along with the operating effectiveness and efficiency in accordance with the Practice Standards for Management Assessment and Audit of the Financial Services Agency. The evaluation results are reported and discussed in the internal control managers meeting and Group management council, and then summarized in the internal control report.

The SWCC Group is committed to continually promoting development and operation of the internal control system, to ensure appropriate and efficient operations through monitoring.

# Risk Management

## Information Security Measures

The SWCC Group established its Information Security Policy in 2006. Since then, we have taken measures against information leakage and cyber-attacks as well as provided relevant training for employees.

We recognize the investment in security as a key management issue.

### ■ Information Security Policy

We recognize that information handled within the company includes important information on business activities, such as customer information, management information, technical and production information, and employees' personal information. Thus, we strive to comply with laws and regulations and to improve the system and IT environment that enable appropriate management.

In addition, we have formulated Information Security Guidelines and prepared an IT environment with greater reliability so that confidentiality, integrity, and availability are ensured to help customers and employees use information assets securely. We will continue to maintain these guidelines and this environment at all Group companies.

## Business Continuity Management (BCM)

The SWCC Group must fulfill its social responsibilities, including the responsibility to continue supplying in emergencies by overcoming unexpected situations such as disasters that may occur during business activities. We must similarly restore operations in a quick and planned manner to continue business. For that reason, during non-emergency times, we steadily work on business continuity management (BCM), which is intended to maintain and improve capacity to continue organizational business.

The BCM Development Promotion Committee was organized as a subordinate organization of the CSR Committee in fiscal 2016. This committee reviews the disaster prevention system at each site of the Group, selects important business operations within the Group that are particularly required to continue or be restored quickly even in emergency situations, and examines strategies and measures to continue business and restore it quickly in case the applicable business operations are in danger.

In fiscal 2018, we started to establish a BCM system at each site of the Group, based on the experience the SWCC Showa Cable Systems Mie Plant gained as a model site in the previous year.

The SWCC Group is committed to carrying out activities in fiscal 2019 aiming for independent management at each site.

## Compliance

The SWCC Group considers compliance to be one of its most important management issues and takes various measures internally to comply with laws and regulations. Specific measures are planned and formulated mainly by the Compliance System Development Promotion Committee, part of the CSR Committee. They are then implemented mainly by the Corporate Legal Services Division, which serves as the secretariat of the Promotion Committee.

Compliance with antitrust laws is an especially critical and high-priority issue for the SWCC Group. We conduct internal audits focused on antitrust laws as well as hold monthly sessions for personnel in charge of sales. In addition, we implement compliance training programs along with the sessions and rank-based programs (e.g. training programs for new employees and executives) on laws and regulations related to our Group business, such as subcontracting and construction industry laws, to promote compliance widely.

Recently, we are conducting internal sessions and enhancing quality compliance audits in response to quality fraud issues that frequently occur at many companies. We also manage the Group's "Compliance Hotline" internal reporting system by establishing contact offices internally and externally (an attorney's office). We prepare so that we can prevent compliance violations and detect any that occur.

The SWCC Group is committed to enhancing and promoting compliance through these activities.

## SWCC Group's Operating Results

Operating results for the term ended March 2019 show that both sales and profit increased at the SWCC Group. This is because although domestic electric wires for the construction and electrical appliances markets were still in a severe price competition and overseas demand for optical fiber cables dropped drastically in the 4th quarter, energy and infrastructure demand increased steadily.

	FY2017	FY2018	YoY
Net Sales	168,186	177,174	+5.3%
Operating income	6,276	6,640	+5.8%
Ordinary income	4,892	5,603	+14.5%
Net income attributable to owners of parent	3,737	4,569	+22.3%

(millions of yen, %)

## Data Collected Companies

Group companies		ENVIRONMENT	SOCIAL	GOVERNANCE
Domestic	SWCC SHOWA HOLDINGS CO., LTD.			
	SWCC SHOWA CABLE SYSTEMS CO., LTD.			
	UNIMAC LTD.			
	FUJI ELECTRIC CABLE CO., LTD.			
	AXIO Corporation			
	DAIJI CO., LTD.			
	SDS CORPORATION			
	LOGIS-WORKS CO., LTD.	○	○	○
	AOMORI SHOWA ELECTRIC CABLE CO., LTD.			
	SHOUKOU EQUIPMENT INDUSTRY CO., LTD.			
	TAMAGAWA MAGNET WIRE CO., LTD.			
	SHOWA SCIENCE CO., LTD.			
	STEC (SHOWA TECHNICAL CORPORATION)			
	SHOWA RECYCLE CO., LTD.			
Overseas	SWCC SHOWA (H.K.) CO., LTD.			
	SWCC SHOWA (SHANGHAI) CO., LTD.			
	SWCC SHOWA (VIETNAM) CO., LTD.			
	DONGGUAN SHOWA INTERCONNECT PRODUCTS CO., LTD.			
	FUQING SHOWA PRECISION ELECTRONICS CO., LTD.			
	JIAXING SHOWA INTERCONNECT PRODUCTS CO., LTD.	□	△	○
	SWCC DAIJI VIETNAM INTERCONNECT PRODUCTS CO., LTD.			
	FUTONG SHOWA WIRE & CABLE (HANGZHOU) CO., LTD.			
	FUTONG SHOWA WIRE & CABLE (TIANJIN) CO., LTD.			
	SHOWA-TBEA (SHANDONG) CABLE ACCESSORIES CO., LTD.			
HUA HO ENGINEERING CO., LTD.				

○: Data collected companies □: Data is monitored but not collected for this report.

△: Activities are carried out according to each country's situation, which is partly introduced in this report.

Remarks

Unimac Ltd. was renamed as SWCC Showa Unimac Ltd. as of October 1, 2019.



**SUSTAINABLE DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD



**Sustainable Development Goals: SDGs**

In September 2015, the "2030 Agenda for Sustainable Development" was unanimously adopted at the U.N. Summit. The Agenda consists of 17 goals and 169 targets. These goals need to be achieved by not only companies but developed countries, developing countries, government, schools, and individuals. The 2030 Agenda is an integrated approach to wide range of issues: With a core principle of "leave no one behind", it aims to solve societal issues, including poverty, famine, education and health by 2030. It also seeks to mitigate climate change and protect the environment for creating a sustainable society. The SWCC Group also promotes SDGs initiatives.

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