















2023 Sustainability Initiative Results

« Environment »


Material Issues	Initiative	FY2023 KPI	FY2023 results		SDGs
Contribute to achieving a carbon neutral society	Expand orders in the carbon neutral field	Take proactive initiatives in areas related to carbon neutral field	Achieved	Established our policy of implement initiatives to carbon neutral field, and bid, receive orders, and construct the target project based on the policy	
	Reduce GHG emissions in corporate activities	Install solar power generation equipment on branch offices (at least one)	Achieved	On 3 branch offices installed solar power generation equipment	
		Have low-carbon company vehicles (switch for 100% of new purchases and when renewing leases for vehicles that can be low- carbon)	Achieved	Introduction rate of possible low carbon vehicles in FY2023: 100%	
		Switch all possible company lighting to LED lighting (for 100% of possible lighting of all branch offices)	Achieved	Introduction rate of possible lighting in all branch offices : 100%	
		Increase awareness of activities to reduce GHG emissions	Achieved	Set a goal by FY2030 of reducing GHG emissions by 30% compared to 2021.	
Provide environmentally-conscious plant services	Thorough implementation of 3R* in construction sites and appropriate processing of industrial waste. * 3R: Reduce, Reuse, Recycle	Implement 3R thoroughly in construction sites	Achieved	Established and promoted two(2) policies of implement initiatives. 1. Expansion of consignment of gaskets 2. Returnable boxes with local trading companies	
		No problems with industrial waste	Achieved	Problems with industrial waste in related laws and regulations: 0 cases	
		Implement measures to reduce waste from packaging of construction-related materials (100% of all branch offices)	Achieved	Implemented specific waste reduction measures such as packaging for construction-related materials.	

« Society »

Material Issues	Initiative	FY2023 KPI	FY2023 results		SDGs
Provide safe, high-quality services	Ensuring personnel safety	Achievement of all disaster frequency rates* (frequency rate of 2.40 or less) * All disaster frequency rate: An indicator for the number of occupational accidents (accidents that require time off from work + accidents that do not) per million working hours	Achieved	All disaster frequency rate : 2.204 Implemented safety management education	
	Strengthen the quality management system for customers assurance	Achievement of our quality nonconformity frequency rate* (internal indicator: 2.59 or less) * Quality nonconformity frequency rate: An indicator for the number of quality nonconformities per million hours	Unachieved	Quality nonconformity frequency rate : 3.83	
		Increased customer satisfaction - Have 98% or higher return rate of customer satisfaction surveys - Have “dissatisfied” and “somewhat dissatisfied” items be less than 3% in customer satisfaction surveys	Achieved	·Return rate of customer satisfaction surveys : 98.7% · Items rate of “dissatisfied” and “somewhat dissatisfied” in customer satisfaction surveys : 2.91%	
Develop along with partner companies	Educating, training, and supporting partner companies	Carry out education, training, and support to secure skills, responding to 100% of partner company's requests	Achieved	Carried out harassment training, construction industry law training for partner companies, conducted welding fume training.	
	Good relationships with partner companies	Disseminate the “Declaration of Partnership Building” to partner companies	Achieved	Implemented briefing sessions of “Declaration of Partnership Building”for partner companies.	 
	Keeping up with partner companies' business performance	Rebuild partner company assessment, and implement assessments	Achieved	Established evaluation of partner companies through QAQC restructuring, and start accumulating data.	
	Promote sustainable procurement	A sustainable procurement policy and specific proposals have been developed	Achieved	Established and declared our sustainable procurement policy.	

Material Issues	Initiative	FY2023 KPI	FY2023 results		SDGs
Create rewarding and inviting work environments for all	Use a variety of personnel	Have achieved the hiring plan (100%)	Unachieved	Achieved rate of recruitment plan : 88%	  
		Have handicapped employees account for 2.3% or more of personnel	Achieved	Employment rate of people with disabilities : 2.6%	
		Have new female college graduates account for 20% or more of hires	Achieved	Rate of female college graduates 37%	
		Have training for female employees and for supervisors who have female subordinates	Achieved	Implemented training for female employees and training for superiors of female employees	
		Make plans for measures to increase the percentage of women in management positions	Achieved	<ul style="list-style-type: none"> Reexamined and revised our training contents for female employees (Career formation training → Career formation training for employees raising children) Developed our career recruitment plan targeting female management candidates 	
		Have 80% or more male employees take parental leave	Achieved	Percentage of men taking childcare leave : 80.6%	
	Promotion of mental and physical health	Have 100% of employees take stress checks	Unachieved	Stress check consultation rate : 98.7%	
		Have 100% of employees get periodic physical exams	Achieved	Periodic health checkup participation rate : 100%	
	Raise awareness of respect for human rights	Have a human rights policy and carry out awareness-raising activities	Achieved	Established and declared our human rights policy.	
		Have 100% of employees (executives and workers) take education on harassment	Achieved	<ul style="list-style-type: none"> Diversity training : 100% participation rate for executives and employees Training to promote employment of people with disabilities: 100% participation rate for executives 	
	Improve the work environment	Have carried out an employee awareness survey and developed measures for improvement	Achieved	Conducted employee awareness survey. Identified issues based on analysis results and incorporated into company management policies for the next year. Reflect.	
		Are promoting improvement of construction sites (portable toilets, locker rooms, rest areas)	Achieved	Disseminate information within our company of promoting improvements of the workplace environment at construction sites. Confirmed the current status of a total of 93 sites through patrols, etc.	
Enrich people's daily life and contribute to social safety and security	Contributing to local communities	Carry out social-contribution activities (at least 15)	Achieved	Social contribution activity results: 29	

« Governance »

Material Issues	Initiative	FY2023 KPI	FY2023 results		SDGs
Strengthen corporate governance	Ensuring compliance	Are conducting in-house training and legal compliance inspections. (Have 100% of employees take the training and 100% pass the test.) Are educating employees about the Construction Business Act. (Have 100% of employees take the training and 100% pass the test.)	Achieved	1. Security export control training (e-learning) 2. Compliance training (e-learning) 3. Construction industry law training (e-learning) 100% attendance rate and test pass rate for all 1 to 3 In addition, implemented compliance education provided by the Legal Department at all branch offices.	
	Instill the Corporate Philosophy and Code of Conduct	Are educating employees about the Corporate Philosophy and the Code of Conduct. (Have 100% of employees take the training and 100% pass the test.)	Achieved	Created a message video from the president regarding the corporate philosophy, Publication within the company (changed from training/test method)	
	Enhancing information security	Are educating about information security. (Have 100% of employees take the training and 100% pass the test.)	Achieved	Implemented information security education through e-learning : Attendance rate/pass rate 100%	