

We will promote sustainability by starting with the happiness of our employees.



Sumikazu Sasaki

General Manager of
Corporate Group

Looking back on FY 2023, in June we were selected for the first time to be included in the MSCI Japan Empowering Women Index (WIN), one of the ESG indices by the U.S.-based MSCI.

In the same month, we were also appointed by Aichi Prefecture as an Aichi Women's Advancement Promotion Leader. In order for Aichi Prefecture to promote women's advancement at companies in the prefecture, companies that cooperate with the prefecture's efforts among the "Aichi Shining Women Companies" are appointed to this position.

In August, Tokai Rika was selected as a constituent of the FTSE Blossom Japan Sector Relative Index, a stock price index that meets global ESG standards, for the second consecutive year.

In March 2024, we were selected for the fifth consecutive year from 2020 as one of the "2024 Certified Health and Productivity Management Outstanding Organizations" jointly implemented by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi (Japan Health Council). In this way, our diversity and inclusion and health and productivity management appear to be highly regarded by society, but I feel that we still haven't done enough.

As discussed in this special feature, since this fiscal year, we have been promoting human capital management based on the three pillars of "nurturing and utilizing the required human resources," "team building to realize active participation by all employees," and "human resources with the necessary challenging spirit and evolving capabilities," with the aim of becoming "a company for which everyone is highly motivated to work."

We also believe that what is required of us in the future is to contribute to society and make society happy, and that in order to do so, it is necessary for our employees to be happy and smile, so we have renewed the annual slogan that we have used since 2011 to "Let's create the future with health, thought and action, and smiles!"

"Thought and action" refers to "A Call to Thought and Action" formulated in April 2021 as a guidepost for us to think and act, which incorporates the values that the Tokai Rika Group has cultivated over the years and should continue to value in the future.

We will continue to promote sustainability in this way, starting with the happiness of our employees.