



K.KOBAYASHI & CO.,LTD.

Declaration of the SDGs

Declaration Date June 30, 2022
Declarator Representative Director
Yutaka Nishimatsu

We hereby declare that we support the Sustainable Development Goals (SDGs) advocated by the United Nations and will implement the following initiatives to realize a sustainable society.

Our Initiatives

Human Resource Development and Employment

We create an attractive workplace environment where all employees in our company feel a sense of fulfillment from working and they can feel that they want to continue working for a long time in this growth company.

[Specific Initiatives]

- Introducing an environment where employees can continuously develop themselves and improve their skills by webinars.
- Thorough prohibition of harassment and establishment of a consultation desk.
- Promotion of Work Style Reform through No Overtime Day and Remote Work.
- Support for the Child-Rearing Generation through the Childcare and Family Care Leave System.



Environmental Measures

We will work to reduce the environmental impact in our business activities and create an environment - friendly society.

[Specific Initiatives]

- Installing solar panels at the Kobe Spice Center and introduced a power generation system
- Switching to LED lighting at the head office and Kobe Spice Center
- Introducing hybrid cars
- Thorough waste disposal in accordance with regulations



Quality Control

In response to the improvement of consumer awareness regarding food safety, we will provide even more safe and secure products.

[Specific Initiatives]

- Obtaining FSSC 22000 certification, an international standard for food safety management systems.
- Establishing an investigation system (traceability) on the use of pesticides, etc.
- Conducting physical and chemical tests, microbiological tests, and sensory tests on raw materials, goods-in-progress and final products.



Partnership

We have strengths based on experience and achievements cultivated over many years and mobility to meet the needs of the times.

[Specific Initiatives]

- Providing timely information to customers on local producing countries and crops.
- Granting machinery and technical guidance to local production areas.
- Providing stable supply of products that meet a wide range of customer needs.

