



 **FUJITRANS CORPORATION**

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 **FUJITRANS**



# CSR REPORT

FUJITRANS CORPORATION CSR REPORT 2019

# 2019

People and Society  
Connected with "Wa"

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## CSR Policy

FUJITRANS CORPORATION has set the spirit of "Wa" as its corporate motto. "Wa" is made up of "internal Wa," which respects peace and harmony among people and unity based on overall trust and cooperation, and "external Wa," which is based on harmony, concord, reunion of hearts with the global environment, local communities, customers and affiliated companies.

We have established our CSR Policy as the "People and Society Connected with "Wa",," incorporating the idea that our company staff members are going to grow together with our customers/local communities based on this spirit. We have then set up three activity spheres by which we should practice CSR, and we are promoting these activities by forming a sub-committee for each sphere.

### Sphere that should be addressed as a corporation

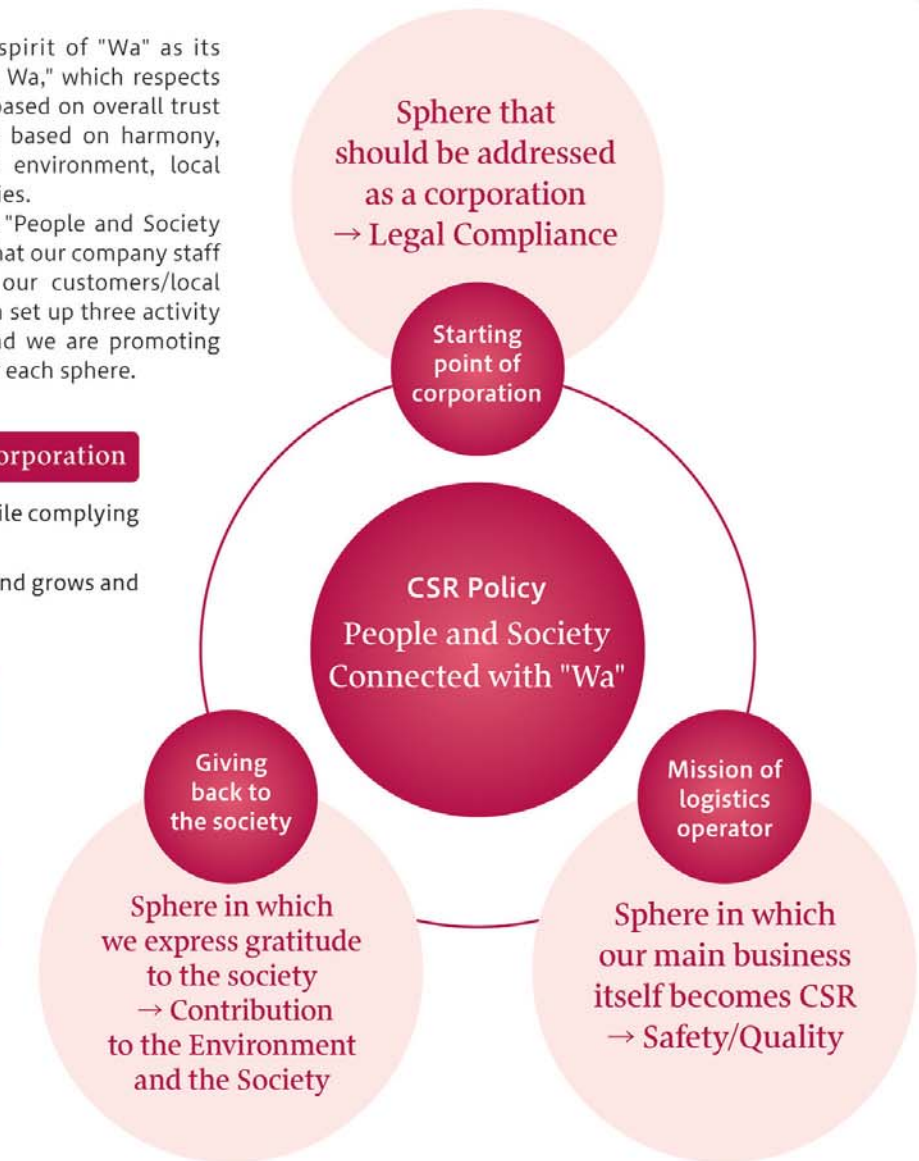
- Always conduct sincere and fair activities, while complying with laws and regulations and social norms.
- Our corporation is a member of the society, and grows and develops as a good corporate citizen.

### Sphere in which our main business itself becomes CSR

- Provide safe and high-quality services as a mission of logistics operator.

### Sphere in which we express gratitude to the society

- Contribute to creating a comfortable society and community, taking into consideration the global environment. Be deeply thankful for things learned from the society, and respond to the expectations or desires of the society.



## Operating System



## Top Message

# Practicing CSR with "the Spirit of "Wa""

President  
Mr. Tatsuo Keii

## CSR Originating from the Spirit of Business Foundation

Based on our corporate motto "the Spirit of "Wa"" which has been handed down by our predecessors since the time of our business foundation, we have made building better relationships with our internal and external stakeholders, and we developing together with communities and society through our business operations our management policy.

A prime example of this was at the time of Typhoon Vera in the early days of our company in 1959. Typhoon Vera, which made landfall while maintaining extreme strength, brought about massive damage and, especially in coastal areas of Nagoya, flooding occurred in a wide area due to the strong winds and high tide. In addition, large amounts of timber, which was a major cargo at Port of Nagoya at the time, was washed ashore, making the damage even worse. By witnessing these horrific scenes and with a sense of responsibility to protect the region, before receiving a request from local authorities, we im-

mediately started undertaking reconstruction operations. According to those who undertook the operations at the time, the land was covered in debris, and it was estimated that one month would be required to remove the logs, but first of all, it was a battle to get down the roads. So, as a result of the brave solidarity under the orders of our founders, the logs on the roads were removed in less than a week, surprising both the local authorities and related industries.

The history of dedication of our predecessors who strived to restore the region while covered in mud has been passed on to their successors up until this day, half a century later. Now we have adopted the concept of CSR and are promoting the CSR policy of "People and Society Connected by "Wa"".

Currently, we have divided the areas our company should tackle as CSR activities into the three spheres of Legal Compliance, Safety and Quality, and Environment and Social Contribution. We have created a cross-department Promotional Committee and are conducting activities in line with each area.

## Promoting CSR in Three Spheres

The first sphere is legal compliance. In the same way that individuals must obey rules and regulations while living in society, for our company to conduct operations, we must understand and respect the related laws depending on the country our region and content of the operations. In recent years, especially, the number of corporate scandals has been increasing and corporate compliance awareness is being watched closely by the public. At our company, we measure the level of learning and understanding of related laws by our employees, and have set up substantial study sessions and check systems in order to prevent legal violations in each individual's work.

The second sphere is safety and quality. Ensuring the safety of workers on-site, and having each worker conduct their work with safety in mind is directly linked to work quality. From a position to manage the logistics business and guarantee safety and quality of customer cargo, this sphere is the foundation of this business, and we regard it as our mission. For that reason, we provide education, patrol worksites and conduct training throughout the year. Also, we pursue added safety through improvement activities. With the accumulation of these activities we can guarantee work quality, which we believe leads to improved service.

The third sphere is environment conservation and social contribution. Since our corporate establishment, we have been able to continue our business with the support of customers, business partners, and local communities. To show our gratitude to and reward those people who have accepted us and kept us going, we are exploring what we can do as a member of society beyond our core business, besides the enhancement of services. For example, we conduct



activities to protect the sea and forests located upstream on rivers where we conduct our business. For our company as a logistics company which discharges CO2 from our ships and trailers, through operation and maintenance of our private forest, "Fujippu Forest", we are helping with the absorption of CO2, which leads to global warming. Also, along with having our new employees experience the importance of environmental conservation by having them plant trees every year, we have made it a place to learn our CSR way of thinking and human resource development to nurture human nature.

## Together with Society from Now Onward

It has almost been 70 years since our company started business at Port of Nagoya. Over this period we have diversified our business fields and our market areas to which we provide our services have expanded beyond Japan and have now includes North America, Europe, East and South East Asia. The scale of our business has also changed greatly with changes in time and needs, but we will never forget the spirit of our founding. In order to connect with the society, support the society, and continue to provide value as an existence required by the society, we will continue to fulfill our mission.

# Corporate Profile

Our company is a comprehensive logistics corporation that was established at Minato-ku, Nagoya city in 1952. We are developing all kinds of businesses related to logistics, centering on the port transport business and coastal shipping business, including marine transportation, land transportation, air transportation, storage and inventory control, packing, and customs clearance. A distinctive feature is that our company is a shipping company that also operates ships.

At the time of establishment, our company was a harbor transport company focusing on the cargo handling of wood. We entered the domestic shipping operation by accurately grasping the increase in demand due to motorization in the 1960s, and by launching Japan's first pure car carrier (PCC) RO/RO ship, "Tocho Maru," to enter service in 1962. With the growth in the field of coastal transportation of completed vehicles, we solidified our foundation to its current state. Today, we have about 20 bases in Japan, from Hokkaido to Okinawa, and we are operating the sea and land intermodal transport of various types of vehicles and general cargoes.

Meanwhile, we are aggressively working on overseas development to expand the scope of our handling of import and export service. Beginning with the launch of a representative office in Singapore in 1977, we expanded our business to include the forwarding business, shipping agency business, warehousing business, packing business, and land transportation. Today, we are developing services in North America, Europe, China and Southeast Asia.

By making excellent use of these networks, we are handling a wide variety of cargoes, mainly completed vehicles (such as passenger cars, agricultural machines, construction machinery) and automotive parts, and including agricultural products, clothing, chemicals, nonferrous metals and wood chips. In addition, we are well versed in the transportation of long-size cargo, and we have abundant experience in the transportation of articles such as space-related equipment, aircraft parts and plants.

<b>Name</b>	FUJITRANS CORPORATION
<b>Location of Head Office</b>	7-41, Irifune 1-Chome, Minato-ku, Nagoya, AICHI, 455-0032, Japan
<b>Date of Establishment</b>	Sept. 29th, 1952
<b>Capital</b>	200,000,000 yen
<b>Authorized Representative</b>	President Tatsuo Keii
<b>Number of Employees</b>	1,424 (as of the end of March 2019)
<b>Main Businesses</b>	<ul style="list-style-type: none"> <li>● Port Transport Business</li> <li>● Coastal Shipping Business</li> <li>● Consigned Freight Forwarding Business</li> <li>● Air Transport Agency Business</li> <li>● Customs Clearance</li> <li>● Warehousing</li> <li>● Packing</li> <li>● Marine Transportation etc.</li> </ul>

## Business Highlights (Fiscal 2018)

**April 2018** FUJITRANS (VIETNAM) CO., LTD. established

Representative Office incorporated and established as FUJITRANS (VIETNAM) CO., LTD.

**June 2018** "FUJIKI" Enters Regular Service

The latest domestic RO/RO vessel "FUJIKI" is completed and begins regular service on Nagoya – Sendai – Tomakomai route.

**December 2018** "IZUMIMARU" Named and Launched

We carried out the naming/launching ceremony for the domestic RO/RO vessel "IZUMIMARU" built by Naikai Zosen Corporation.

**January 2019** Marushin Unyu Co., Ltd. Acquired as Subsidiary

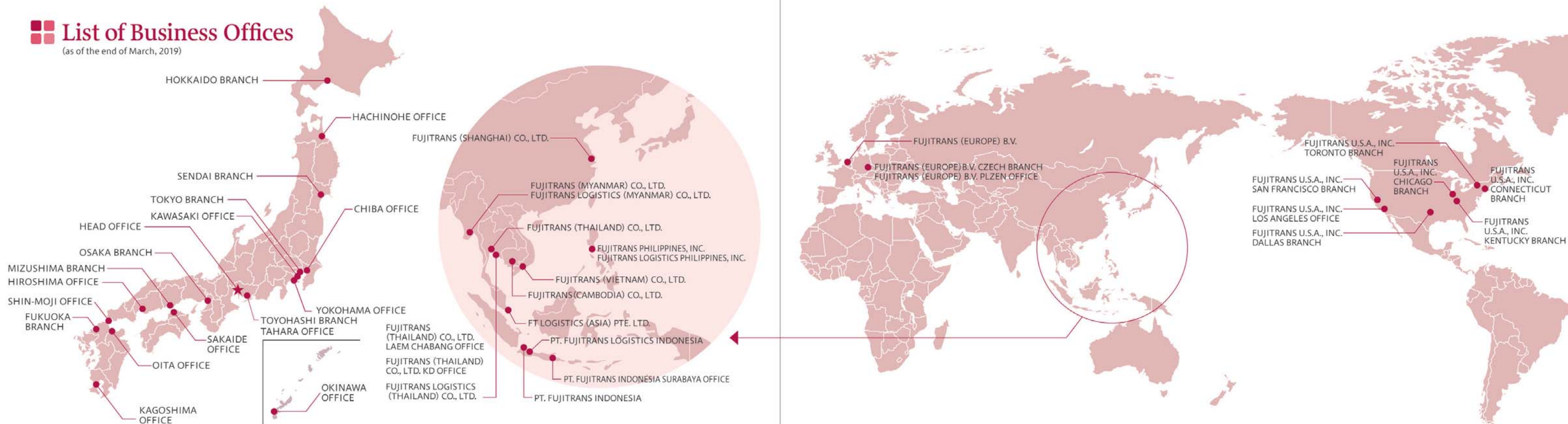
Marushin Unyu Co., Ltd. (Tomakomai-city) provides capital and is added as a group company.



FUJIKI in service

## List of Business Offices

(as of the end of March, 2019)



# Thoughts on Legal Compliance

Compliance is a basic component of CSR. It is a source of fair corporate activity. With the aim of establishing and maintaining a compliance system, we have implemented various study meetings, reinforcing months, and awareness surveys, and we are promoting enlightenment/development activities for all employees.

Compliance

## Attitude toward Compliance

Under our management philosophy based on the company motto "the spirit of "Wa", we have positioned compliance practice as one component of CSR. Practicing compliance is indispensable for the company to fulfill its social responsibilities and continue to be trusted by the society. We are striving for

business operations while keeping in mind a high sense of ethics, and obeying social norms and in-house regulations as well as laws and regulations, and various other rules and manners.

September 1st (Sat) – October 31st (Wed), 2018

## Compliance Reinforcement Months

### Confirm Knowledge on Laws and Regulations through Independent Learning

"Compliance Reinforcement Months" are held every September and October as an opportunity for individuals to reassess their behavior. In order to raise awareness, enlightenment posters are put up at each office during this period. Also, compliance explanatory materials aimed at office workers can be viewed on the company portal site. For workers onsite, visual and audio material can now be viewed on large displays at major rest areas, or on their smart phones.



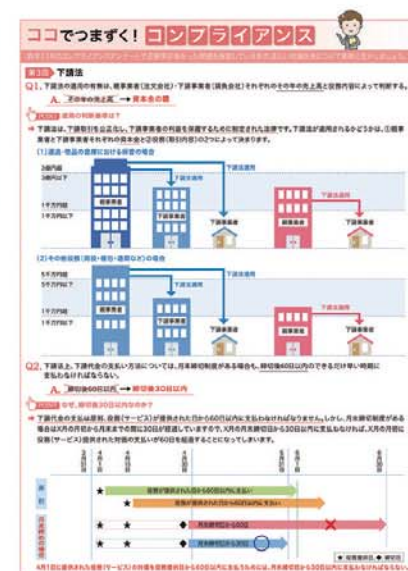
November 1st (Thu) – November 8th (Thu), 2018

## Compliance Questionnaire Survey

### Confirm Level of Compliance Knowledge

At the end of the "Compliance Reinforcement Months", workers take part in a "Compliance Questionnaire Survey". The content checks the understanding of explanatory materials handed out to employees in advance. On the company portal site, answers are marked automatically after completing all questions, and explanations are given on wrong answers in order to deepen understanding.

Themes that had a low percentage of correct answers in the 2017 compliance questionnaire survey were taken up and explained in an easy-to-understand manner in the company magazine.



#### Question Themes

- Compliance
- Labor Standards Act (working hours, attendance management, excessive hard work / health management, industrial accidents)
- Worker Dispatching Act
- Antimonopoly Act
- Subcontract Act
- Prohibition of bribery
- Sexual harassment / Power harassment
- Manners / Morals
- Important policies

## Strengthening the Management Base

Compliance

Throughout the Year

Holding of Study Meetings

### Education of Rules and Regulations Directly Connected to Business

Our company holds compliance study meetings for our employees throughout the year. In order to conduct honest and fair corporate activities, we aim to have our employees correctly understand the laws and regulations related to their work, and have a high awareness of respecting laws, rules and morals.

April

#### Rules and Regulations Study Meeting for New Employees

Content Learn basic knowledge about the Civil Code, Commercial Code, Companies Act and Labor Standards Act etc.

May

#### Logistics Law Study Meeting for New Employees

Content Learn basic knowledge about the Port and Harbor Transportation Business Act and Coastal Shipping Act etc.

June

#### Coastal Shipping Regulations and Structure

Content About the Coastal Shipping Act and Coastal Shipping Associations Act



A lecturer asks a question to participants

July

#### Port and Harbor Transportation Business Outline

Content About the Port and Harbor Transportation Business Act and the function and structure of ports

September

#### Consigned Freight Forwarding Business Act Outline

Content About the Consigned Freight Forwarding Business Act



Employees involved in operations attend a lecture

November

#### Port Labor Act Outline

Content About port labor structure and port worker dispatch business

#### Antimonopoly Act / Subcontract Act

Content About prohibited items related to the Antimonopoly Act and Subcontract Act

December

#### Warehousing Business Outline

Content About the Warehousing Business Act



Explanation based on a case study

## For Sincere Business Activities

Compliance

September 3rd (Mon), 2018 **Stress Check System**

### Taking Precautions against Mental Health Disorders

We actively conduct mental health management which is attracting public concern. Since FY2016, employees get a grasp of their stress levels, and with the aim of taking precautions against mental health disorders, stress checks are conducted every September. In FY2018, 91% of employees took the stress check and received a result table with advice to reduce stress (self-care).

In the future we will continue to provide proper support and aim to create a workplace where people can work in a stress-free environment.



September 21st (Fri), 2018 **Manners / Morals Lecture**

### Sharing Knowledge of Regulations with In-house Lecturer

A manners and morals lecture was held in order for employees to gain correct knowledge of laws and regulations and to strengthen the company's compliance. An employee with ample knowledge, experience and know-how introduced various detailed examples on the three topics of "Business Manners / In-house Reporting System / Harassment", Preventative Measures against Scandals and Risk Management", and "Avoid the Danger of Smuggling Incidents". Understanding as members of the organization was deepened, and points of caution regarding business were reconfirmed.



An in-house lecturer gives a talk on manners and morals

October 1st (Mon), 2018 **Introduction of Flextime System / Short-term Childcare System Review**

### Promotion of Planned Work Style

In order to further promote working style reform, a flextime system and 5-day working week system for office workers was introduced. Also, the short-term childcare working system was reviewed. Workers are advised to plan their own working

schedule with the aim of reducing total annual working hours and the creation of free time for each individual worker.

Every Month

**Consultations with Attorney**

### Follow-up Compliance with Experts

Every month our company invites an attorney from a legal office to hold legal consultations. In the consultations, advice is given relating to interpreting laws and early detection of

legal risks, and compliance systems. Consultation is given on not only various problems and worries at the workplace, but also with employees' personal problems.

Every Month

**Health Lecture Meeting/Individual Health Consultation Meeting**

### Support for Worker Health Promotion

Protecting worker health under the Industrial Safety and Health Act is one of the social responsibilities of a company. Since 2006, our company has established a "Health Education Day" where we invite public health nurses and hold a "Health Lecture Meeting / Individual Health Consultation Meeting" every month. The health lecture meeting takes up the theme of "health promotion of both mind and body".



Earlobe massage practice

### Implementation Results

**April Health Management for Workers – For Enjoying Work Healthily–**  
Basic knowledge explanations related to health management and one-foot balance ability checks for new employees take place. Health check result guides in list form explaining how to read health check results are also handed out.

**May – September Healthy Life Expectancy from an Average Life Expectancy Point of View**

**October – March Creating a Better Workplace – Take Notice of Changes in Surroundings –**



**Individual Health Consultation Meetings**

Health advice for people with observations from doctors on regular health checks etc., and those working long hours took place.

Throughout the Year

**Internal Audit**

### Strengthen Internal Controls with Accounting and Business Audits

The internal audit dept., in order to check whether internal controls are functioning effectively, conducts audits from a stance independent of the organization. In FY2018 our company was audited in 5 departments, 1 branch, and 3 domes-

tic / international-related companies. Results were reported to all managers and a post-audit follow-up system is also in place.

# Pursuit of Safety & Improvement of Quality

In order to realize safe logistics, we make continued efforts to perform daily safety education and training, inspection by on-site patrols, and other measures. We will also enrich our Safety and Health Management System and Crisis Management System and will do our utmost to ensure the safety of every employee as well as important cargo.



Safety Management

Quality Control

## Safety & Health Management System

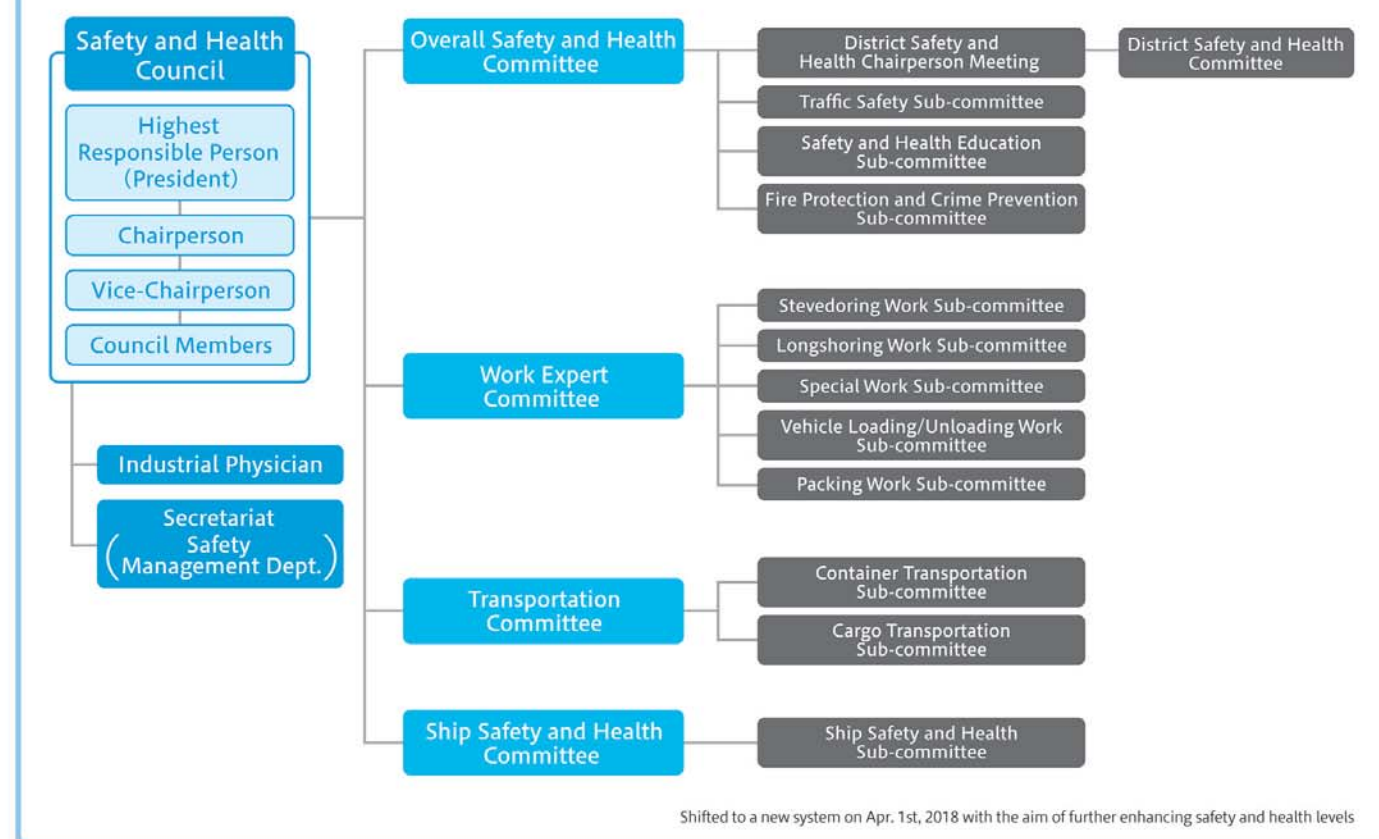
Safety Management & Quality Control

### Build a Thorough Management System

Safety is a serious mission to us as a comprehensive logistics company. Thorough safety leads to the trust of customers, and leads to enhancement of quality for the entire business. We believe that "safety" and "quality" are integrated into one. We have constructed a strong management system headed by the Safety and Health Council, and we are working on thorough safety management.



#### [FUJITRANS Safety and Health Management System]



Shifted to a new system on Apr. 1st, 2018 with the aim of further enhancing safety and health levels

## Various Safety Campaigns

Safety Management & Quality Control

First Semester : July 3rd (Tue) -12th (Thu), 2018  
Second Semester : December 4th (Tue) - 13th (Thu), 2018

### "Zero Accidents" Campaign

#### Toward Total of "Zero" Work Accidents

The FUJITRANS Group holds a "Zero Accidents" Campaign twice a year for offices across Japan. It is an activity aimed at heightening the safety awareness of each employee and creating a safe and secure workplace. During the period our aim is a "total of zero accidents" and, starting with site inspections by the management leaders, each section committee conducts patrols, working together as part of the group. In addition, all employees strove to heighten safety awareness, with all participating by wearing a badge or sticker for the zero accidents campaign.



Chanting "zero accidents" on a work place patrol



Representatives demonstrate touch and call

Slogan

First Semester

Never forget that close call.  
Work safely with basic actions.

Second Semester

Put training into practice and review your actions.  
Faithfully reflect the basics with safe work.

October 13 (Sat), 2018

### Safe Forklift Driving Reinforcing Campaign

#### Competing with Safe Driving Skills

As part of the campaign, we held a forklift skill competition. The Operations Committee holds this competition every year and is an activity in which skills in handling client's cargo without damaging it and confirming awareness of safe driving. In the competition, representatives selected from group company branches across Japan took part and stack cases or perform back crank driving on a dedicated course, pitting precision of their skills and work procedures that have been polished in daily activities and time taken against each other.



Top 3 finishers rewarded for their correct driving skills



Maneuvering around the course while checking for safety

## Ship Safety Activities

Safety Management & Quality Control

October 22nd (Mon) – 23rd (Tue), 2018

### Top Management - Embarkation Safety Inspection

#### Navigation Safety Inspection by Top Management

Every year, top management performs an embarkation safety inspection. In FY2018, the President was onboard for two days and performed a safety check on the route from Nagoya to Sendai.

After patrolling to inspect the navigational conditions, such as the crew's proper work instructions and operation confirmation when the ship enters/leaves the port, visual inspection during the navigation, and watch by radar, they inspected the thoroughness of the cleanliness and tidiness in the engine room and inside the cargo holds, and the state of cargo lashing.

The President and the crew also exchanged ideas regarding anchoring during the year-end holiday



The President (left) hands over a gift to the captain

February 21st (Thu), 2019

### Emergency Notification Training between Ship & Office

#### Dealing with Offshore Emergency Situations

Every year, we carry out "Emergency Notification Training between Ship & Office" to prepare for emergency situations that can occur in a ship under navigation. In FY2018, the Maritime Transport Division and group company KAGOSHIMA SENPAKU KAISYA, LTD. conducted training at the KYUGOCHI BRANCH.

This training took place assuming that a fire had broken out in the company-owned ship SEIWA-MARU while navigating towards Port of Nagoya after leaving Sendai Port, and the crew was injured. In the conference room, participants were divided into the ship side under navigation and the office side on land. They practiced and confirmed their respective response procedures as follows: on the ship side, reporting to the relevant departments and fire-extinguishing activities, confirmation of the procedure to transport the injured persons; and on the office side, receiving contact from the ship, ordering an emergency response team, launching the Joint Emergency Response Headquarters (Task Force).



Joint Emergency Response Headquarters responding to notification



Person who playing the role of Captain notifies the outbreak of fire



The office side on land receives the report from the ship side



Joint Emergency Response Headquarters report progress to top management

Every Month

### Ship Emergency Training

#### Taking All Possible Measures to Prevent Marine Accidents

Marine accidents can hurt seafarers and cause damage to the hull and cargo, and once this situation occurs, it can lead to serious disaster. Included are factors such as impacts of weather and sea conditions by typhoons etc., wrong judgment in maneuvering, and poor maintenance of onboard equipment.

In order to prevent such maritime accidents, we conduct a variety of on-the-job training in our managed ships for crew to quickly and calmly respond to unexpected situations in the unlikely event and minimize damage. For example, in addition to fire, flooding and oil spill response training, we also conduct emergency steering training, assuming cases where steering is disabled, and training on the usage of life rafts. Also, we are enhancing safety knowledge and consciousness through lecture-style lessons on topics such as the Seamen's Law, the Port Regulations Law, and the Maritime Traffic Safety Law. Sharing know-how and improvement ideas cultivated through such education and training, all crew members are working together to ensure safe marine transport with a well-prepared system.



Rescue training in closed chambers



Inspecting fire hydrant hoses



Parts replacement for prevention of oil spill

## Safety Education/Training

Safety Management & Quality Control

June 12th (Tue) / December 25th (Tue), 2018

### E-mail Safety Confirmation Training

#### Prepare for Disasters with "Safety Confirmation System"

Safety confirmation via e-mail training was held for FUJITRANS group companies. This activity was held with the aim of spreading and raising awareness of disaster preparation among employees, and reinforcing systems through repetitive training.

The response rate to safety e-mails was 86%, 6.3% lower than the previous training held in June. Reasons for the decline was not noticing e-mails during holidays and not recording new details when e-mail addresses had changed.

Recently in Japan, the danger of a major earthquake occurring on the Nankai Trough is an urgent matter, and we undertake activities to prepare for a disaster that can occur at any time and quickly respond to emergency calls.



Response Headquarters check response situation



## Safety Education/Training

Safety Management & Quality Control

October 4th (Thu), 2018

### Basic Life-saving Certification

## Learning the Importance of First Aid and CPR

A basic life-saving certification class was held at Kyugochi Branch with 34 participants representing each department. For the class, we invited an instructor from the Nagoya Fire Service First Aid Research Center, and as well as watching a DVD, we experienced how to use an AED (automated external defibrillator), and performed CPR (cardiopulmonary resuscitation) such as mouth-to-mouth resuscitation on a dummy.

Through the hands-on course, the participants learnt how to use an AED and how to apply chest compression, enabling them to deepen their understanding related to the importance of first aid and emergencies.



Participants try their hand at CPR

February 20th (Wed), 2019

### Reporting Session on Creating a Safe and Secure Workplace

## Evolution toward an Easy-to-Work Workplace

The Safety and Health Council organized a reporting session on "Creating a Safe and Secure Workplace" in fiscal 2018. This reporting session has the directive to sort out the dangerous work of each business office, try to make improvements, and enhance the safety of the workplaces. Based on the theme of "Let's Evolve to Zero Total Work Accidents for the Safety of Workplaces", we have conducted safety activities. Delegates from 13 offices out of 52 offices, including overseas bases, reported improvements and results in line with the actual circumstances of each workplace.

This initiative will be useful for the development of a worker-friendly working environment and creation of rules, and we will continue to promote the evolution of workplace safety.



Delegates listen to the activity reports of the representatives of each site

Every Month

### Safety work supervisors Activity Report Meeting

## Information Sharing of Safety Activities

Each workplace has a safety work specialist called a "safe operation instruction manager" who possesses the experience of a superintendent or a chief expert. Using the specialist knowledge garnered over many years, these managers conduct daily patrols at each workplace in order to provide correct instruction on unsafe behavior and working environments. The results of the patrols are reported at

the "Safety work supervisors Report Meeting", which is attended by everyone in the Safety Management Department, including the directors in charge and safety work supervisors, leading to improvement in safety. They also participate in safety meetings and groups, reporting the safety activities of each worksite.



"Zero Accident" chant



Idea exchanges lead to further improvement

## Quality Improvement

Safety Management & Quality Control

April / December, 2018

### Clerical Work Mistake/Trouble Prevention Self Check

## Quality Self Check

In order to prevent small mistakes that occur in everyday work such as "carelessness, assumptions, lack of confirmation, and unfamiliarity", we conducted a "Clerical Work Mistake/Trouble Prevention" self-check. By answering questions such as, "Have you adopted a double-check system to prevent assump-

tions?" and "Do you use a check sheet to confirm the work process?", we have created an opportunity for each individual to look back at their own work. We also ask for ideas and measures actually used by the employees and share them with group companies as consolidated prevention measures.

Throughout the Year

### Instilling Knowledge of Fujitrans Quality

## Education to Improve Work Quality

The Safety/Quality sub-committee has put together "Knowledge of Fujitrans Quality", which covers the attitude and behavior required of employees at our company, and gives training at the time of entering the company.

Specifically, Points of caution to achieve "Safety first, zero human and object accidents, late deliveries and faulty shipments", the important quality policy points set out by the company, and designation of rational behavior expected by our employees as "Fujitrans Quality", with slogans, basic policy and behavioral guidelines set for each item.

In FY2018 this was explained anew at past case study meetings for current workers and work leader education for high-ranking staff. It has also been posted on the company intranet for office workers, and can be viewed at any time.



Explanation about accidents and quality

# Our Efforts to Protect the Environment Together with the Society/Communities

Social Action

Contributing to the society/communities and the people living there, who support our company, is at the root of our CSR. We have formulated our environmental policy, enhanced the awareness of our employees, and are carrying out activities that take into consideration the global environment in our harbors and oceans, an important field that supports our company's businesses.

Environment Protection

## Environment Preservation Activities

Environment Protection & Social Action

May 16th (Wed), 2018

### Fish Release Activity

#### Contributing to the community by releasing red sea bream

A fish release activity took place in Owase City, situated in Mie Prefecture's Kata Bay, with new employees, local primary school students and people from the work support center for people with disabilities participating. This activity is a CSR activity which has been held three times in cooperation with the local people.

The fish that were prepared for release, 400 red sea bream, are fish which inhabit Kata Bay where they were released. Through the fish release activity, we not only conserve marine resources, but it also leads to a yield increase for local fisherman.

By conducting the activity along with local primary schoolchildren, it provides an opportunity for them to learn about the importance of their local seas.



Released red sea bream



Releasing the fish with the hope that they grow large

May 24th (Thu) / October 11th (Thu), 2018

### Clean-up Onboard Tender Boat

#### Aiming for a rubbish-free Port of Nagoya

Twice a year in spring and autumn, employees from each department take part in cleaning up Port of Nagoya. In these activities, employees board onboard tender boats used when the move sites, and pick floating rubbish with nets in the areas around Garden Wharf and Shiomi Wharf.

Although the amount of rubbish floating in the sea was less than last year, small branches and waste material flowing down from the rivers, and household rubbish was in the sea, as well as traffic cones being in the collected rubbish.

We will continue in the future to make the Port of Nagoya, where we work, even cleaner.



Collecting floating rubbish on the surface with nets



Conducting a clean-up ban and flying as banner with the words "For a clean port and rivers"

June 18th (Mon) - 20th (Wed), 2018

### Green Orientation for New Employees

#### Learning the Importance of the Natural Environment

Every year, as part of our new-employee training, we hold a group orientation in Hokkaido.

The purpose of this activity is to understand our environmental preservation activities through tree planting experiences and to learn the importance of the environment. Led by company directors, 21 new generalist employees took part.

On the first day, with the aim to experience primary industries, we organized farming experiences at Atsuma Farm Ltd., a group company engaged in agriculture and livestock, and a livestock site tour.

On the second day, we planted 70 amur cork trees at our company-owned forest, "Fujippu Forest" in Kyowa-cho, Iwanai County, in cooperation with the local forestry association.

After planting trees, the new employees considered what they had learned at the training, split into groups to discuss new CSR ideas and shared their opinions.



Carefully planting flowers



Commemorative photo after tree planting

## Social Contribution Activities

Environment Protection & Social Action

April 22nd (Sun), 2018

### Voluntary Clean-up Projects

#### Helping the Community by cleaning up the Shrine

We carry out voluntary clean-up projects every year at the Hakusan Heisenji Shrine located in Katsuyama City, Fukui Prefecture. Hakusan Heisenji Shrine is also called the "Moss Temple", and the grounds have been prepared beautifully to look like they are covered in a green carpet.

In preparation for the annual festival, starting with company directors, representatives and new employees from each department, alongside members of the community, pick up wood debris and fallen leaves accumulated during winter, and clean up around the shrine office.



Clean-up activity participants

April 29th (Sun), 2018

### Charity Event Participation

#### Opening a Stall at Disaster Zone Support Bazaar

At "Chikko Fes 2018", a charity event held at the Port of Nagoya's Garden Wharf, we opened a stall for the first time as a new CSR social contribution project.

Chikko Fes is an event held with the aim of providing reconstruction support to Rikuzentakata City, which was devastated in the Great East Japan Earthquake, and this year marked the 7th year of these support activities.

The stall is a project born from the "participating in disaster zone support bazaar" idea proposed by FY2017 new employees at Green Orientation. Not needed goods such as tableware, detergent and alcohol was collected at the company and sold. Proceeds from the bazaar and donations collected from our employees in advance were donated to Rikuzentakata City through the Chikko Fes organizing committee.



Items collected at the company on sale



Relations with people of the community were deepened

July 3rd (Tue), 2018

### Site Visit for Children

#### Local Children Invited to Launch of New Vessel "Fujiki"

We invited 120 local 4th-6th grade primary school students to the launch of our new vessel, "Fujiki". As a company with its roots in the community, we planned this event to make the children who will define the future garner to have an interest in the logistics industry and port transport industry through a site visit.

The children, who boarded the 167m-long large-scale vessel, seemed amazed at seeing the bridge and holds which are usually out-of-bounds.



Children listen to an explanation eagerly



Looking attentively at bridge instruments

July 17th (Tue) / November 30th (Fri), 2018

### Beautification Activities around Offices

#### Aiming for a Rubbish-free Society

As part of ISO environmental beautification activities, we carry out clean-up projects around the office every year. In July we cleaned up the area around our office the day after the "Marine Day Nagoya Port Festival". Being the day after the festival, on the road and shrubs on the footpath, there was a lot of rubbish from stalls such as plastic bottles, cans and cigarette butts. The temperature was rising from morning on the day and we conducted the activities under the blazing sun, but the participants representing each department cooperated while sweating profusely and collect a lot of rubbish.

In November, we carried out clean-up projects around the Tobishima Branch and Nagoya Port Transit Center. Although there was a lot of rubbish, plastic bottles, cans, cigarette butts and cardboard boxes etc., the amount was less compared to the past.

From now on, we will provide clean-up projects, aiming for local communities without rubbish.



We cleaned up the Port of Nagoya after the festival



Picking up every cigarette butt

August 2nd (Thu), October 16th (Tue), 2018

### Disaster Area Support

#### Donating Relief Money

Torrential rain damage resulting from Typhoon No.7 and the seasonal rain front in early July, the widespread damage centered in western Japan. Our company, in order to support victims and help with reconstruction activities in the stricken areas, sent donations to Okayama and Hiroshima Prefectures. Donations from our group employees was also sent to the disaster areas via the Japan Red Cross.

The Hokkaido Eastern Iburi Earthquake struck on September 6 with its epicenter in Hokkaido's eastern Iburi region, and Atsuma Town, where our group company is based, received extreme damage. After this, relief money was collected from our employees and donated to Atsuma Town.



The President hands over a list to the Atsuma Town Mayor

September 3rd (Mon) – October 12th (Fri), 2018

### Volunteer Activities to Collect Donated Goods

#### Turning Surrounding Items into Great Support

Our company supports volunteer activities which are actively undertaken by the industry association, and collected used stamps, disused mobile phones and computers from our employees.

After the used stamps were counted by the industry association, they were donated to the Japan Red Cross. The disused mobile phones and computers are to be used for winning medals at the 2020 Tokyo Olympic and Paralympic Games. Also, part of the resource sales profit was donated to 2018 Aichi Special Olympics. In addition, many intellectually disabled persons were involved in dismantling the recycled computers, leading to employment.

#### Collection Results (Fujitrans Group Total)

Collected Items	No.
Used stamps	6,832
Disused mobile phones	87
Disused computers (laptop)	16
Disused computers (desktop)	12

September 25th (Tue) / October 25th (Thu) /  
October 26th (Fri) / October 30th (Tue) /  
November 22nd (Thu), 2018

### Social Observation Tour for Elementary School Students

#### Learning about Logistics Site

From September to November, 5th grade students from the Tokai region visited our company on for a social observation tour. In FY2018, about 200 students visited us.

One of those schools, Nagoya Municipal Nishi-Tsukiji Primary School, also toured the "Fujiki" in July, which was anchored at Port of Nagoya Garden Wharf. This time, they rode a bus and viewed cargo handling, learning about the flow of logistics.



Children studying provided materials



Children enthusiastically answer a quiz

### Support of Juvenile Welfare Institutions

December 12th (Wed) –  
December 25th (Tue), 2018

#### Donated Christmas Cakes to Children

As part of our social contribution activities to the local community, we donated Christmas cakes to childcare facilities.

In addition to the Eastern Child Consultation Center, which opened in May 2018 to become Nagoya's third child consultation center, we delivered Christmas cakes and breads to a total of six childcare facilities. The smiles on the faces of the children who received the cake were warming to the heart.



One of our staff members hands over Christmas cake

February 6th (Wed) –  
March 14th (Thu), 2019

#### Holding a Balloon Show

As a new social contribution activity we held a fun event at the Central Rehabilitation Center's Midori Class in the Nagoya Child Welfare Center, and gave a balloon show at the farewell party for children at the same center's Wakakusa Class.

Our company hands out Christmas cake at the same center every year. The children were cheering with joy at the continuous creations made to music by the balloon artist we invited.



Characters made from balloons



Children enjoy the balloon show

Every Month

### Call for Traffic Safety on the Street

#### Aiming for a Society without Traffic Accidents

The Traffic Safety Sub-committee takes the lead to regularly call for traffic safety towards pedestrians and drivers at intersections near our office, Kyugochi and Kinjo areas.

This campaign is held to coincide with the zero traffic accident death days (days with 0 in the date) every month.

Along with the extension of our company in FY2018, it also took place around Tukiji-guchi area near our temporary office. Every month, representatives from each department, including our group companies, appealed for thorough observance of traffic manners, such as wearing a seat belt and temporary stops at intersections.



Calling for traffic safety with a banner

## 1 Activities to Protect Forests

### ● Tree Planting Results at Fujippu Forest

(Number of Trees)

	Afforestation	Environmental Education, etc.	Total
FY2015	7,980	70	8,050
FY2016	0	70	70
FY2017	10,220	70	10,290
FY2018	4,640	70	4,710



## 2 Activities to Protect the Sea

### ● Clean-up onboard Tender Boat

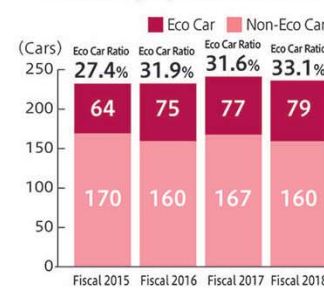


### ● Fish Release Activity

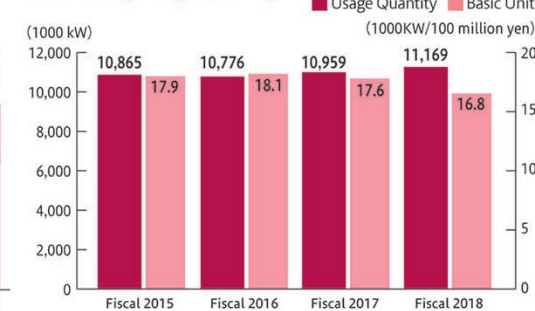


## 3 Energy-Saving Activities

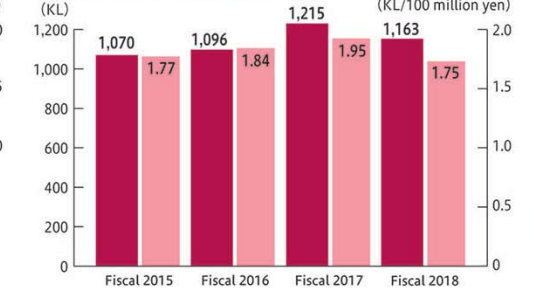
### ● Changes in the ratio of eco cars to all company-owned vehicles



### ● Electricity Usage Quantity



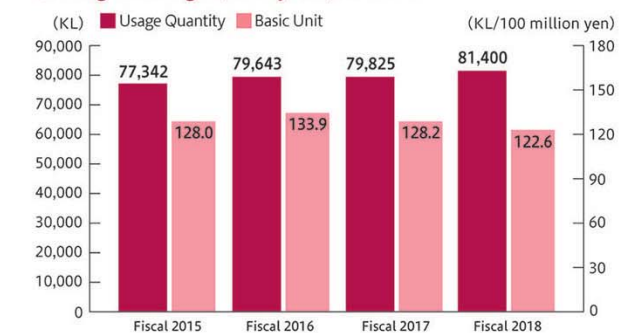
### ● Changes in Usage Quantities of Gasoline, Kerosene, Gas Oil



### ● Changes in Usage Quantity of LPG



### ● Changes in Usage Quantity of A/C Fuel Oil



## 4 Community Contribution Activities

### ● Beautification Activities Around Offices



### ● Childcare Facilities Support



### ● Charity Event Participation



### ● Site Visit for Children



- Voluntary Clean-up Activities
- Volunteer Activities to Collect Donated Goods
- Social Observation Tour for Elementary School Students
- Call for Traffic Safety on the Street

## 5 Activities for Safety/Quality

### ● "Zero Accidents" Campaign



### ● Basic Life-saving Certification



### ● Ship Emergency Training



### ● Safe Operation Instruction Manager Activity Report



- Top Management Embarkation Safety Inspection
- Safe Forklift Driving Reinforcing Campaign
- E-mail Safety Confirmation Training
- Emergency Notification Training Between Ship & Office

## 6 Legal Compliance Activities

### ● Various Study Meetings



### ● Health Lecture Meeting/ Individual Health Consultation Meeting



- Introduction of Flextime System / Short-term Childcare System Review
- Compliance Reinforcing Months
- Internal Audits
- Consultations with Attorney
- Stress Check System