

Monthly  
Company  
Magazine

**ONDO**

月刊 おんど

September 9月  
No.516 2020

株式会社  
ウチヤ・サーモスタット  
UCHIYA THERMOSTAT CO.,LTD.

月刊おんど編集部（総務部）

〒341-0037

埼玉県三郷市高州2-176-1

TEL : 048-955-4181

FAX : 048-956-1310

E-mail : info@uchiya.co.jp

## The system of Uchiya's rules and regulations,

"I became able not to be contrary to morals even though I follow my desire.

「從心所欲、不踰矩」

24th Aug., 2020

(2nd year of Reiwa era)

President, Sumito Shimizu

To deal with the spread of infectious diseases of the COVID-19 also, the digitization in the international society such as IoT operation, practical use of AI, telework, 5G, application of robot system etc. has been achieved rapidly. However, on the other hand, the supremacy principle by America, China, Russia, UK and France (permanent members of U.N. Security Council with their veto), which is thought high-handed, has been apparent. The military countries by dictatorship such as North Korea and Iran etc. have gained power and international conflicts have been more intense. Due to such situations, reduction of CO2 as global warming countermeasures and the remedy for the poor, the hungry and the weak who are mainly ones in developing countries have been still stagnant.



In such a difficult international society, Uchiya's sales depend on foreign customers by 70% and Uchiya has the mission to implement our goal "To provide safety and service to international society". To implement the mission all of the board members and staffs of Uchiya have to deal with all the matters with cooperative companies, subcontractors, suppliers and all the affiliated companies together. These matters include material procurement, production activity, sales activity, research & development of new products, quality management of our products as an important safety device, improvement of industrial technologies, and technical support & service, etc. Although freedom and fundamental human rights should be guaranteed in the society, we could keep this situation thoroughly only when the goal of keeping disciplines and regulations (including directions, guiding principles and actions & behaviors) should be stipulated.

Or when we don't share the recognition each other, it could cause inconsistency due to the differences in sense of values. Even if they are stipulated, unfortunately several staffs are indifferent to them and misunderstand that there is no rule and regulation in Uchiya (although some articles concerning it have been published on our monthly magazine, "Ondo"). Then I would like to explain the system of the rules and regulation (including their standards) of Uchiya in order. Uchiya has been making the free and fluid atmosphere without keeping our staffs tied by rules and regulations tight. However, under the current condition that I have explained as above we have come not to protect ourselves. Confucian said 「從心所欲、不踰矩」(I became able not to be contrary to morals even though I follow my desire.)". It meant that even if I behave myself as I would like, I never stray from the right way (rule and regulation). It told the state of his mind when he was seventy years old. However, we, normal person, couldn't do that. I would like to explain the system of the rules and regulations that Uchiya has established.



1. Management Philosophy: Purpose “Providing safety to society with our products and services”, Policy “Continually finding new solutions in tune with environmental changes and social needs”.
2. Code of conduct: The base of judgement and the action guideline of all the board members and staffs of Uchiya in blushing up the organization culture and staff’s action & behavior along with the management philosophy is the Uchiya’s code of conduct.

- (1) At first, we should keep the health, safety and welfare of all the staffs for the purpose of “helping the peace of people and society”. And also, we should keep in mind that “A sound mind in a sound body.
- (2) We should not just make an argument of how things should be. Whenever we make up concrete, new products and ways, we should try with courage and connect it to next improvement and development.
- (3) Freedom should be respected at the maximum. However, we should understand that we could take actions only if we should observe laws, regulations and restrictions of each country and area. And also, we should be noted that we could take actions unless we would trouble others.
- (4) We should provide efficient and kind customer service to continue to provide high level products in the point of view of safety, quality and reliability to customers and gain satisfaction and cooperation from the suppliers.
- (5) We should make an effort to realize the Ten Principles of the UN Global Compact and our action should always deal with the world.

<Supplement>

- ① The compliance should be controlled not to make it conflict with heteronomous norms in society such as laws, regulations, standards and self-regulatory in the industry.
  - ② On the contrary the corporate ethics are not legal duty, but that we should take only the actions that are taken reasonable in society as a management stance.
- For example, when it is a legal obligation for us to report and public defects of our products, it is a problem of compliance. When we do that spontaneously taking into consideration safety of consumers.

3. The four fields (human rights, labour, environment and anti-corruption) and 10 principles in the UN Global Compact have been recognized as universal values in the international society. Uchiya has declared that we would promote these principles as a company. They were explicitly specified on 12th December, 2015.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly Technologies

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

4. Uchiya declared that we would like to participate in SDGs (Sustainable Development Goals) that Mr. Masao Uchiya has aggressively promoted. Uchiya also declared to participate in achieving the goals (17 goals) that many leaders had decided in the summit held in the UN in September, 2015. Uchiya made a donation to UNICEF through Resona Bank in July, 2020. And Uchiya has already started to take actions through our OD activities and established these goals formally as our action guideline. SDGs is one of the promotions of the Global Compact (refer to 2.)

Goal 1: No poverty

Goal 2: Zero hunger

Goal 3: Good health and well-being

Goal 4: Quality education

Goal 5: Gender equality

Goal 6: Clean water and sanitation

Goal 7: Affordable and clean energy

Goal 8: Decent work and economic growths

Goal 9: Industry, innovation and infrastructure

Goal 10: Reduced inequalities

Goal 11: Sustainable cities and communities

Goal 12: Responsible consumption and production

Goal 13: Climate action

Goal 14: Life below water

Goal 15: Life on land

Goal 16: Peace, justice and strong institutions

Goal 17: Partnerships for the goals

5. Office regulations of Uchiya : In the regulations things concerning staffs' employment were established based on the labor standard law and other related laws & regulations. When there is no specific rule in it, the labor standard law should be applied. In other words, the labor standard law should be applied by expanding its application content. And if office regulations are abolished or revised, the board members of Uchiya never fail to hear opinions of the labor union of Uchiya. It doesn't mean the compulsion from the owner of Uchiya. Uchiya has adopted a democratic system and position.
6. Environmental quality policy (including management of ISO quality environment system, observation of environmental regulations & laws and Act against delay in payment, etc. to subcontractors)

- ① We should observe related laws and regulations of each country and requirements of international safety standards such as product safety, consumer protection, fair trade,

environmental protection, industrial safety, human rights protection etc.. At the same time we should deal with changes and requests of society to meet our social responsibility as a company.

- ② For all the person involved with Uchiya to gain safety, relief and stable happiness we should continuously improve the processes of R&D, manufacturing, purchasing, quality assurance, marketing activity of products and endlessly provide the most reliable products and services in the world as Uchiya's team.
  - ③ We should establish concrete purposes & goals concerning quality, environment and operation and make a plan for it. While we review the progress, we should make utmost efforts with all the organizations to achieve the goal.
  - ④ We should aggressively deal with reduction activity of environmental load substances represented by CO2 by restricting the use of noxious chemical substances in products and manufacturing processes, saving resources & energy, re-cycle and volume reduction of waste.
  - ⑤ Uchiya and all the person involved with Uchiya should be so interested in the protection of natural environment and biological diversity in each area as a position of a corporate citizen. They should be willing to take part in protection activities of natural environment in our company and each area aggressively, communicate with society and try to harmonize with it.
  - ⑥ We should ensure this management philosophy(purpose) and environmental quality policy and to all the person involved with Uchiya to wish them happiness and peace. At the same time, we should disclose them widely to the outside by our monthly company magazine and home-page etc.
7. We sign a basic contract document and a quality agreement concerning quality matters with a customer. Regarding environmental matters we have constructed our environmental management and have made chemical substances management, no use of prohibited substances, monitor the outflows & reduction activities, and disclose our information etc.

End

## Components of Sustainability

---

