

# Being a Company that People Choose

## Sharing sustainability with society

INOAC Group company INOAC Packaging Group (IPG) in North America is an international manufacturer of high-quality bottles and containers made from PET. They manufacture containers for a broad range of customers including global cosmetics brands, engaging in production aligned with their brand concepts. Consumers who the company's customers serve are now also keenly attentive to the quality of the products they use, recycling of those products, and actions toward environmental issues. They think together with their customers and strive to make proposals that address consumers' concerns and can solve problems.

### Products & services

## CUSTOM

Molding plastic materials to manufacture customized bottles in original styles. From the initial concept to 3D CAD, 3D prototyping, bottle samples, and label design, IPG works closely with customers through all stages of their projects to produce containers that exceed their expectations.



## STOCK

IPG offers stock items suited to various capacity sizes. Various label designs, colorings, and matte options are also available. Equipped also for pad printing, silk screen printing, and other printing styles, a wide array of surface processing options are possible.



## SPECIALITY

IPG also produces new types of containers by customer request. Applying metallic coatings, embossing, and other design elements, the containers offer a striking level of originality. The customer's ideal concept can become a reality.

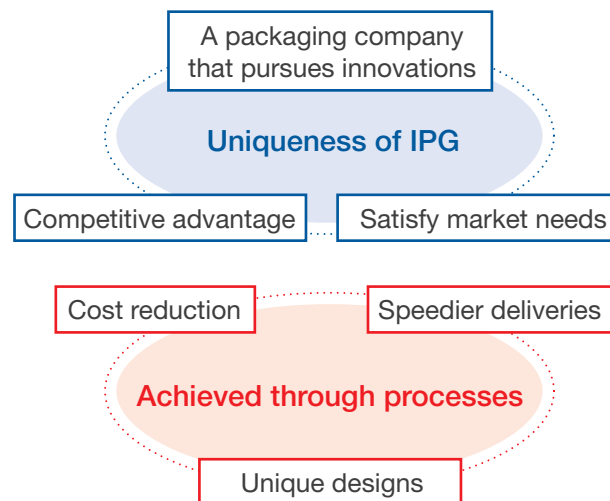


## Approach and systemization for sustainability

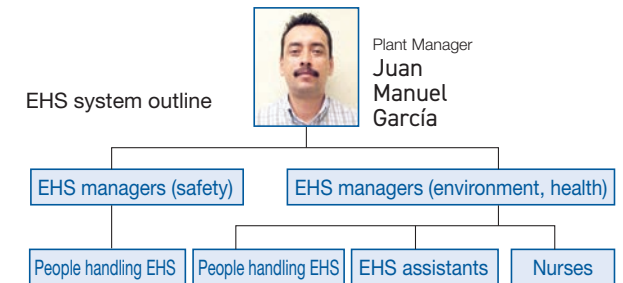
Global manufacturers of cosmetics and everyday consumer goods which are IPG's main customers are placing heavy emphasis on consumer awareness toward sustainability, which IPG also recognizes as a critical issue. In the past, we had thoroughly pursued compliance with laws and regulations on design, quality, environmental impact, and other areas, but we will now likely need to make proactive efforts toward future issues as well. To address these issues, in 2018 we constructed an all-encompassing engagement system as our EHS management system.

The system enabled us to verify the environmental and social impacts of our business activities at all times and consistently make improvements.

## Contributing to a sustainable society



### EHS system outline



In the management system for EHS, the plant manager is at the top, and the managers in charge of safety and health and of environmental aspects respectively manage the PDCA sequences of assessment, formulating plans, learning and awareness, and monitoring. We acquire external certifications such as BRS Certification<sup>\*1</sup> and ISCC PLUS Certification<sup>\*2</sup> for this management system, while also consistently finding ways to improve them from the broader perspective of business partners' preferences, regulatory trends in each country, and changes in international norms.

Recently we have been using supply chain management-related evaluations such as EcoVadis and other frameworks as tools for validating our own initiatives as we strive toward ongoing improvements that are more specific and in-depth.



BRS Certification

<sup>\*1</sup>: A globally operated certification body for Quality Management Systems, Environment, Food Safety, Information Security, and other management systems

<sup>\*2</sup>: A scheme that is applicable for recycled plastics, bioplastics (organic plastics), and biomaterials. Assures traceability of products throughout the entire value chain and verifies that companies are meeting important environmental and social standards in this new field

## Message

Not only have I become more aware than ever of my contributions to the company through EHS management, but it has also made me conscious of our relationships with society.



**Doraly Coronel**  
EHS Manager (Environment, Health)

## Specific efforts

In EHS management at IPG, we believe it essential to take occupational safety and health, quality, and environmental impact into consideration at our manufacturing sites. We consider occupational safety and health to be a particularly important matter, not only for employees but also their families, and we are striving to cultivate a culture in which accidents and other mishaps do not occur.

## Spreading occupational safety & health awareness

Occupational safety is the most important thing at our manufacturing sites. In order to achieve these aims, we need to conduct the proper assessments and always be eliminating risks.

After sorting out the risks involved in equipment and devices themselves as well as their usage, and risks related to aspects such as health, we thoroughly share information and engage in learning, awareness-raising, access monitoring, and other related efforts.

Through these activities, we must continuously raise the awareness of each and every employee and make improvements down to the fine details. IPM, which is a production department of IPG, has introduced an electronic system. Employees can submit a report when they notice something, and a system for awarding incentives based on the content of those reports has been implemented. There were 36 reports in 2023, and improvement were made as a result.

IPG's priorities



Safety training initiatives in 2021

1. IPM's priorities
2. Organizational chart
3. Safety rules
4. Results of unsafe behavior
5. What to do in emergencies
6. Using fire extinguishers
7. Safety mechanisms on machinery
8. The correct way to lift loads
9. Personal protective equipment
10. Pest prevention and safeguarding products from contamination
11. Preventive measures against COVID-19



## Environmental conservation efforts

Our environmental conservation-related efforts aim to take our own production efficiency into consideration as much as possible, based on compliance with the laws and regulations in each country where we operate.

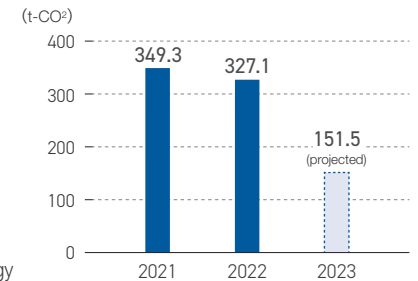
At IPG, we are engaged in various efforts with issues such as energy management, water-related risks, and reducing environmental footprint as the primary focus.

These are the most recent measures and plans that we are working on.

- Installing solar panels using space atop the roofs of plants
- Purchasing electric power produced from renewable energy
- Reducing volumes of water intake and discharge by switching cooling systems to closed systems
- Developing various solvents that reduce environmental footprint

Thanks to efforts such as these, we are projecting a 54% year-on-year reduction of our CO<sub>2</sub> emissions to 151.5 t-CO<sub>2</sub> in 2023.

CO<sub>2</sub> emissions reduction through clean energy usage



## Co-creation with local communities

IPG puts heavy emphasis on relationships with local communities and business partners, and also regularly organizes events for children in the community to participate in. In joint trainings with business partners, we cover aspects such as safety and the environment as we take steps toward bettering our business practices.

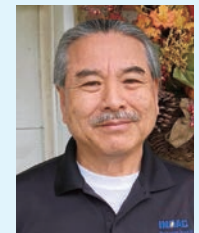


Joint training with outside business partners

## Message

Efforts such as these are activities originating from new orders we received thanks to acquiring BRC and improving our EcoVadis score. Through each type of activity, we improve our quality while at the same time contributing to the community. This has made me proud of the company I work for. We will maintain these efforts going forward.

Yutaka Matsui Executive Vice President





# Scattering the Seeds of New Sustainable Lifestyles

## Setting the stage for excitement a century later

Hakuba Village in Nagano Prefecture issued a Climate Emergency Declaration in December 2019, ahead of other municipalities in Japan. INOAC has been working with the Hakuba community to create a sustainable society and a beautiful forest for Hakuba by bringing about innovations and putting them into practice together with the locals.

## The four seeds of “TANE”

INOAC is taking actions to address the community issues faced by Hakuba by combining our products, materials, and technologies under the theme of the four “seeds” of TANE—technology, activity, nature, and economy.

### Technology

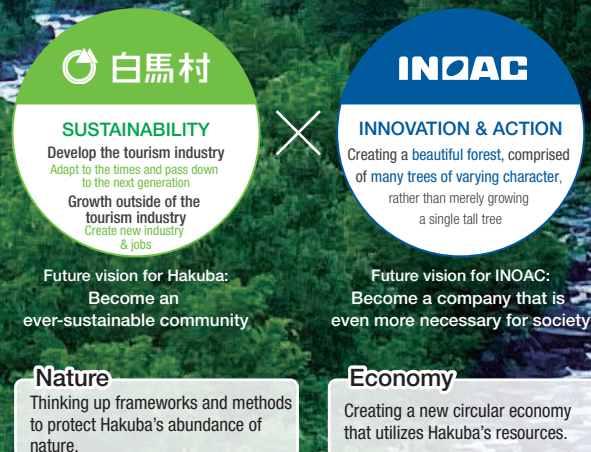
Addressing issues in the Hakuba community through INOAC's technological innovation.

### Activity

Creating the perfect place for recreational activity through INOAC products.

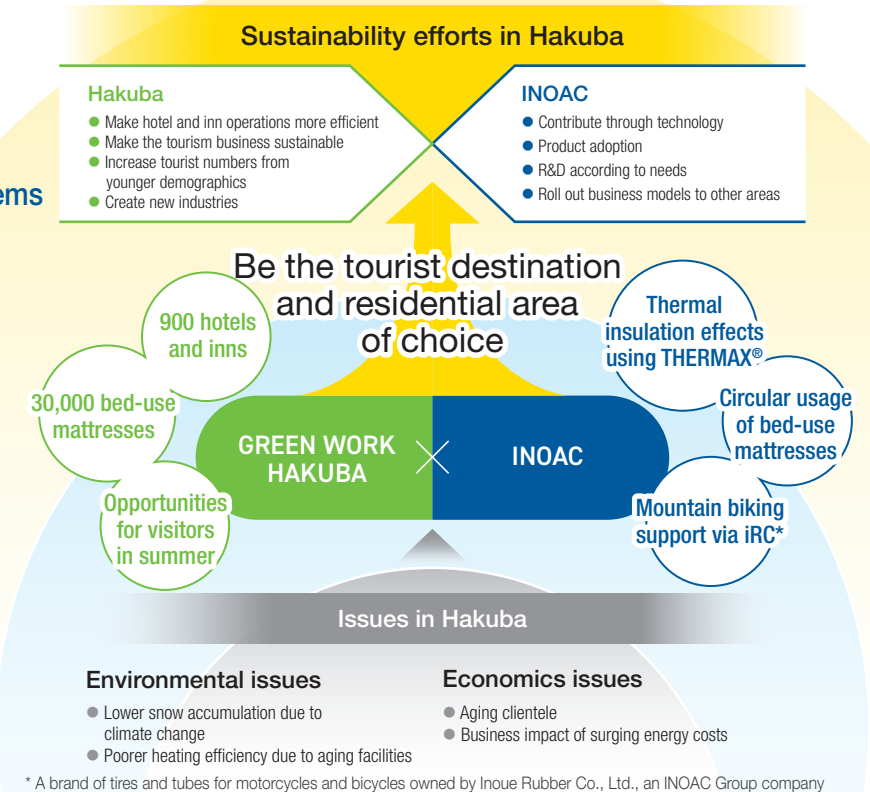
## Issues in the community

## Corporate philosophy



## Aim to create advanced ecosystems (establishing business models)

On December 21, 2022, we opened the Hakuba Office and Showroom in Hakuba. There, we are leveraging INOAC's materials, technologies, and products (thermal insulators, health-oriented bedding/reusable bedding, attracting tourists, supporting foreign residents, cooperating on business development for companies in the village, making green sports successful, etc.) to bring about solutions to social issues and benefits for the village community. As we engaging in activities that are rooted in the community, we will be developing business models that are new to INOAC and putting them into practical application.



## Message

Hakuba village is a snow resort with 70% of its industry comprised of tourism, yet at the same time it is being severely impacted by lower snow accumulation due to climate change and the aging of its visitor demographics. When we thought about the future, we realized it was essential to create new industry. Thus, the Green Work Hakuba project\* was born. Since INOAC possesses not only products but also technological development capabilities and knowledge about many different things, we can create products and services that solve Hakuba's problems together. You have helped us to increase the heating efficiency of hotels and inns by introducing THERMAX thermal insulator and to advance the creation of a circular economy by disseminating 30,000 reusable bed-use mattresses to hotels and inns, in addition to bolstering the non-winter sports scene through iRC's support in bringing mountain bikes to the area. It would make us tremendously happy if new services or business initiatives could be created in Hakuba and your company could also offer those to other communities.

\* Project to think up the future of Hakuba in three steps to make it a sustainable mountain resort  
Green Work Hakuba: <https://www.vill.hakuba.nagano.jp/greenworkhakuba/en/>



**Yojiro Fukushima**  
Director, Tourism Commission  
of Hakuba Village

## Specific efforts

### Co-creating with schools Co-creation through cooperation on project-based lessons

Starting with upgrades to the thermal insulation in Hakuba Minami Elementary School buildings, INOAC supported actions by the schools to retrofit their own buildings and dormitories and also provided THERMAX thermal insulator to Hakuba High School and Hakuba International School (HIS). At HIS, INOAC is also actively cooperating to conduct project-based lessons. In these lessons, students play a leading role in conducting marketing research to create a bed-use mattress recycling program for the 900 hotels and inns in the village of Hakuba. Together, we are creating a circular economy in Hakuba while sharing many new discoveries along the way.



Hakuba International School (HIS):  
<https://www.hakuba-is.jp/>

## Message

Hakuba International School is an integrated junior high and high school that emphasizes project-based learning\* with the theme of sustainability in the community. Our aim is to educate students to think independently and act based on their own ideas. In Hakuba, three high school students had a sense of impending crisis in 2019 due to the village being significantly impacted by climate change, which led to the village issuing a Climate Emergency Declaration and shifting the focus of its efforts to the full-scale pursuit of a sustainable society. We want the students at our school to experience changes in the world as a result of their actions and gain self-esteem and self-efficacy by working on responsible projects together with companies and the community. We are currently having discussions with your company about the potential to create a business model out of a circular economy of mattresses, and I have come to understand the high level of your technology and strength as a manufacturing company. At the same time, the younger generation is overflowing with creativity, so they might be able to somehow provide your company with new perspectives by involving them in collaborations. Very few companies decide to think up business models together with junior high and high school students, so this is an unparalleled opportunity for our school. Being able to create the vision of a better future together is truly wonderful and dream-inspiring.



**Tomoko Kusamoto**

Founder,  
Hakuba International School

\* An exploratory learning method in which educational institutions team up with municipalities and local companies for hands-on efforts, including to identify and resolve issues in the community

### R&D Tourism-based R&D on bedding and bike tires

Not only are winter sports thriving in Hakuba, but so is mountain biking. iRC has been participating in events since the 1990s and began sponsoring the Hakuba Mountain Bike Club in 2022. Through rentals of bicycles fitted with iRC tires and a kids' school, we are expanding the presence of mountain biking in Hakuba while at the same time learning about customer needs and using that knowledge for product improvements.



### Regional development & government collaboration

#### Planning circular furniture making that uses timber from forest thinning

One community issue that Hakuba Valley is facing is the effective use of timber from forest thinning. Since heavy machinery expenditures and labor costs arise when felling trees, we conducted a verification test using horses to transport approximately 200 kg of timber.



At INOAC, we are planning to make bed frames and furniture to be supplied under the added-value Hakuba brand. INOAC is cooperating on solutions to issues confronting locals in the community through initiatives such as turning paths used for forest thinning into mountain biking courses and walking trails afterward.

We are also cooperating with the Forestry Department of Nagano Prefecture to perform kiln drying which is necessary for furniture production. The overall system is being designed at INOAC, linking together the local landowners, Hakuba Village Hall offices, construction associations, people involved in mountain biking, and others. We started the project in 2023 with the idea that this system can also be applied to other areas to help resolve issues in those communities.

Hakuba Valley: <https://sdgs.hakubavalley.com/>

### Future developments

#### Perspective of someone in charge

It was a struggle to gain the approvals internally for the launch of this new business. In this project, we are co-creating together with people in the Tourism Commission of Hakuba Village, educational institutions, and forestry associations—designing a system that links together the related parties and launching a business to be welcomed by those both inside and outside of INOAC. With people from the area now also having joined our company this year, we will continue working to create local jobs and contribute to the community.



**Takanori Kemuriyama**

Director, Hakuba Office