

Human Capital

[Feature] Labor Unions

The Taiheiyo Cement Labor Union is a labor union established in March 2002 through the organizational integration of the Nihon Cement Labor Union, the Zen-se Onoda Cement Labor Union, and the Chichibu Onoda Labor Union, and it consists solely of employees of Taiheiyo Cement. Since its establishment, its mission has been to achieve happiness and improved social status of working people, to protect the employment and treatment of its members, and to support the lives of its members and their families, and it carries out various initiatives while maintaining close communication with Taiheiyo Cement.

Initiatives

Based on mutual trust and mutual understanding "Labor-Management Councils" and "Labor-Management Briefings" are held as needed as a forum for consultation and exchange of opinions between labor and management. The aim is to develop constructive discussions, with the company and the union communicating with each other, on a wide range of topics starting with the spring negotiations, and including revisions to systems and regulations affecting union members. In addition, five "Central Labor-Management Specialized Committees" have been established, and an active exchange of opinions is conducted on topics such as the remuneration system, employment formats, working hours, workplace diversity, and Health and Productivity Management (H&PM). In addition, in January 2025, a dialogue was held with Taiheiyo Cement's President Taura regarding the situation surrounding the company and initiatives of the 26 Medium-Term Management Plan aimed at realizing "Our future vision and direction" and the details were published in the union's official newspaper.



Cover of the union's official newspaper "Asuka" 2025 New Year Special Issue

Central Labor-Management Specialized Committees

Name	Objectives
Committee on human resources and the treatment of employees	The purpose is to review and consider the overall human resources and remuneration systems.
Committee on employment and employment formats	The purpose is for labor and management to organize their views in order to efficiently advance human resources and personnel management amidst diversifying employment and work formats.
Committee on work hours	The purpose is to exchange opinions on cross-organizational issues, themes, and responses to labor time legislation concerning working hours, working hour management, etc.
D&I Promotion Specialized Committee	The purpose is for labor and management to proactively discuss various measures necessary to accept diverse human resources and allow them to demonstrate their abilities.
Health Promotion Specialized Committee	The purpose is to proactively discuss initiatives with labor and management to enhance corporate value by maintaining and promoting the health of employees, who are "human capital" and also to cooperate closely.



Design and Demonstration of CO₂-Recovering Cement Production Process (C2SP Kiln) in Sanyo Onoda City
Union headquarters executives and group company union executives tour the demonstration test facility



Briefing for company executives on the union's policy

A word from Chairman Asami

Our top priority is "ensuring a workplace where everyone can work safely and healthily."
We aim to foster a workplace environment where everyone "arrives at work healthy and smiling, and goes home healthy and smiling" while continuing to maintain open organizational management.

The economic and social environment surrounding us is changing rapidly, and there are many diversifying and complex issues, but we have continued to maintain open organizational management by holding thorough and frank discussions with union members and connecting with each and every individual. In particular, we are actively communicating with the younger generation, whose numbers have been increasing in recent years, and are also focusing on developing human resources who will lead the next generation.



FY2026 Union Headquarters Executives

In addition, based on the spirit of "mutual help and support", which is the mission of the labor union, and the basic principles set forth in our vision, we are actively working to realize a society where union members can lead meaningful daily lives with peace of mind while balancing their work and private lives, based on the labor-management relationship of "mutual trust and mutual understanding" built by our predecessors. We are confident that employees who can work with vitality will also contribute to the company's performance by increasing their motivation and improving their competencies (the behavioral characteristics of high performers). This spring, the company agreed to raise wages, including a starting salary of ¥300,000 for university graduates (non-area specific positions). We are grateful for the company's understanding and efforts in this regard. And the top priority in carrying out our various initiatives is "ensuring a workplace where everyone can work safely and healthily." To this end,

Toru Asami, Chairman of the Central Executive Committee
Taiheiyo Cement Labor Union
Chairman's Career Summary
1993 Joined Taiheiyo Cement Corporation
Assigned to the manufacturing section at the Kumagaya Plant
2015 Full-time official of the Taiheiyo Cement Labor Union
2023 Appointed Chairman of the Central Executive Committee of the Taiheiyo Cement Labor Union



we would like to continue to work together as labor and management to ensure safety, security, and health and to eradicate occupational accidents, and we want each and every one of us workers to raise our awareness and foster a workplace culture where we "arrive at work healthy and smiling, and go home healthy and smiling," and we would like to ask the company to make further efforts in this regard.
Finally, the 7R plus 1T (seven risks and one threat: declining domestic cement demand, unstable fuel prices, increasing environmental costs such as climate change-related regulations, declining supply capacity of raw materials for construction materials, aging facilities, labor shortages at construction and transportation sites, and growing geopolitical risks, plus the threat of increasingly severe disasters) that Taiheiyo Cement's President Taura also mentioned are risks and threats that could bring calamity to the cement industry, but at the same time, there are business opportunities there. We would like to actively develop various activities, including requests for industrial policy to relevant government ministries, agencies, and political parties through our parent organization, to invigorate the entire cement industry.



Chairman Asami in a dialogue with President Taura