

# With the mission of "Creating a recycling-oriented town and revitalizing the local community"

## Torikai Corporation

### ◆ Since Our Founding to Now

#### Wanting to revitalize Kiyama



The company was founded in 1964 as a block industry by its predecessor. In response to requests from customers to implement construction, Torikai Gumi was established to deal with everything from civil engineering to construction. Subsequently, the name of the company was changed to Torikai Corporation. Yoshiharu Torikai, the company's second president, joined the company in 1981 after graduating from university, and succeeded to the business in 1988. Since then, Torikai has been interested in organizational development, such as drawing organizational charts since his childhood. Based on the philosophy of "inspiring customers to be delighted," he has worked on diversified business management with the mission of "creating a recycling-oriented city and revitalizing the local community." The revitalization of the town of Kiyama, where the population is declining, requires the creation of jobs, and he was also involved in attracting companies and constructing homes for migrants. The company is engaged in the construction of buildings that serve as symbols of the city, such as schools and libraries, as well as the design of group homes needed for an aging society. In addition to the construction industry, its group companies also purchase land and engage in agriculture.

### ◆ Initiatives for Employees

#### Working style reform and work results

In addition to providing employees with a working system that considers work-life balance in line with the reform of work styles, the company must ensure that the results of their work are achieved. The idea is that working comfort and the consequences of work are two wheels of one cart. While it is essential to convey our thoughts in words, we also want our employees to visualize the solid future image of their work, and we are preparing a career track that clearly identifies the points (principles and goals) that we place importance on as a company when they are promoted and the steps they take to each position.

In the past, the company used to adhere to the motto of sound management (do not take on debt), but it is also actively introducing new systems to increase productivity. Currently, there are 55 employees. The number of women employed across the entire group is increasing. The company hires 3 to 4 university graduates every year through entry on recruitment websites entry and internships, and more than half of who are recruit are women. There are many local people who want to work locally, and many people who are attracted to the vision of community development and town development. With regard to mid-career recruitment, the company changes the recruitment criteria according to the recruitment industry, and after hiring, it assigns the right person to the right job and is striving to flexibly respond by, for example, assisting employees in obtaining qualifications. In recent years, the company has actively hired engineers and experienced general contractors who are 65 years of age or older and has hired about six engineers and experienced general contractors.

### ◆ Initiatives for the Environment

#### Contributing to the creation of a future for local communities through the production of agricultural products and the creation of homes made of natural materials



The entire Torikai Corporation Group contributes to local communities and implements a variety of environmentally-conscious initiatives. Because the Torikai family was originally farmers, they thought of revitalizing the local community through agriculture and set up an agricultural corporation, Kiyama Farm, as a company within the group. Kiyama Farm, in cooperation with local collaborators, is raising birds resembling an ostrich called an Austrian-born emu and is working to commercialize the sixth industry through the development of products using emu meat and mail-order sales. Also, recycling-oriented initiatives are being promoted, such as making Jerusalem artichokes using emu compost.

In the housing business, the company is working to build houses using natural materials. The project was triggered by the belief that traditional materials were more comfortable and suited to Japan's climate, but the recent problems of children were also largely due to the impact of building materials, such as those found in the sick house syndrome.

## ◆ Initiatives for the Region and Community

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## ◆ Future developments

### **Continuing education is the source of sustainability**

"While specialized learning is also necessary, it is also important to polish and broaden the human body as well as the personality of the individual," says Torikai. He stressed that he would like to "Continue learning together with his employees and promote human resource development together." The company places importance on sharing values with employees. After joining the company, employees are required gain education at external seminars, and after taking the training, the company has also provided a place for sharing the values within the company. "I would like to pass on this corporate culture of learning to my successor as well. I want to emphasize flexible thinking that can respond to changes. We believe that a strong emphasis on human resources development and continuous support for learning will lead to long-term growth in the company. Continuing to learn is probably the source of sustainability." Torikai himself, in his stance toward personal education, shows his employees that "a company is no better than the company's president's capacity."

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