

# SANDEN NEWS

**April 2018**

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Corporate Communications & CSR Dept.  
Administration Division  
SANDEN HOLDINGS CORPORATION

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## Welcome Ceremony for New Employees



### Build Your Own Communication Network

On April 2, the welcome ceremony for new employees was held at Communication Plaza. This year we welcomed 54 (42 men and 12 women) newly graduates as members of Sanden Group.

President Kin-ei Kanda san delivered his message, "Please communicate proactively with colleagues and seniors, and build your own communication network. I'd like you to take actions with speed, and become first-class businesspersons. We are celebrating the 75<sup>th</sup> anniversary of foundation this year, and, 25 years later, you will celebrate the 100<sup>th</sup> anniversary. At that time, all of you will be the key members to lead Sanden globally. Let's work together as members of Sanden towards 100-year company!"



Mr. Yoshida delivered the pledge as the representative of new employees.



Ms. Saito was answering to the interview by TV.



New employees introduced themselves and expressed their enthusiasm to executives.



Japanese young employees sent cheers to new employees on video



Kin-ei Kanda san

## Fiscal Year Assembly



Kin-ei Kanda san

Sanden's "first products in Japan",  
and "the world's first products"

At SGCT

Mr. Yoshio Hashimoto, SDHD, delivered his speech as below;

1. Sanden's history was built by people who always tried new things.
2. This year is very important for the "Growth".
3. Human resources development is essential for the growth.



Hashimoto san

### Learn from History and Draw Your Future Vision

On April 3, The New Fiscal Year Assembly was held for the first time at SGCT, where Sanden was founded in 1943, to kick off FY2018 and to welcome the 75<sup>th</sup> anniversary. This assembly aims to start FY2018 Execution Plan in order to return quickly to the right track for the "growth".

President Kanda san delivered his message as follow:

"The corporate targets of FY2018 are sales amount of ¥295billion and the inventory period of less than 55days. I'd like each of you to set your own target and take actions initiatively to accomplish it. As our Founding Spirit says, it's important to communicate with your colleagues and tackle problems as a team when you confront with difficulties.

This year, we celebrate the 75<sup>th</sup> anniversary of foundation. Let's learn various things from our history, and draw your own future vision towards 100-year company. "





India

## Auto Components Expo



Explaining SVL's compressor for Mr. Goenka (Chairman) of Mahindra



SVL's engine equipped with external control compressors (the first product in India) was exhibited



Mahindra's platform for EV



Employees of SDAC, SDAS and YP visited to explain Sanden's products

SVL to supply Honda with HVAC for the first time on a global basis



Auto Components Expo took place in New Delhi from 8th to 11th February, and SVL participated as a member of the Vikas group. 1200 companies (20 Japanese) exhibited in the show and 120,000 people in total visited the largest Auto Components Expo in ASIA.

With the cooperation of SDAC and SDAS, SVL exhibited environmentally friendly products such as heat pump systems, electric compressors as well as a wide range of products such as air conditioning controllers and blower units for trucks. We solicit to be a comprehensive air conditioning manufacturer.

At Sanden's booth, Mr. Pawan Kumar Goenka (Chairman) of Mahindra, the principal client, and Mr. Yoichiro Ueno, president of Honda India (then) visited us, and we were able to finish the session successfully.

In addition, at another venue, an Auto Expo Motor Show took place at the same time, and many electric vehicles were exhibited, which made us strongly feel the arrival of electric vehicles society in India.



Philippines

## SIP Celebrate Valentines Day



On February 15, SIP celebrated the Valentines Day. It was a memorable day especially to all girl employees because they were given red roses came from Employee Relations Committee (ERC) and SANDEN Management.

The SIP Valentines program started at noontime. All employees were instructed to pick-up heart shape with a number written on it. If the lady and gentlemen get the same heart number, they will be matched to each other and won a free lunch. Gentlemen will give flower bouquet and chocolates to their partners. Set pairs were chosen and they really enjoy the event.





Singapore

## Education Assistance Award & Baby Bonus

### Supporting the Next Generation

SIS Annual Education Assistance Award was held on March 16, where we reward and recognize our employees' children for their performance in their studies. By supporting the children's education, we alleviate part of the employees' financial burden.

32 children, from primary school level to university level were awarded this year. After receiving the award, recipients shared about their growth in the past year. We hope the award motivate the children to perform well, so that they can come back for the Education Assistance Award year after year. Employees get to know each other's family through this event, and it brings the company's cohesiveness to another level.

Baby Bonus is another way SIS support and develop the young. Parenting is not an easy journey, therefore SIS support by giving them a head-start in this journey.



Children's Speech



Jamil & Family in matching outfits



Director Lee with Secondary School Students



Anna Tiong & Family receiving Baby Bonus



## Introducing Oversea Correspondents Part.3

### Ms. Cindy Wang



Taiwan

Hi, everyone, I'm Cindy Wang from SIT. I work in Administration Division, Administration & Personnel Depts.



Cindy(Left) & Tony (Right: My husband also has been working for SIT close to 30 years now)

#### Q1. What is your role of SIT?

I am in charge of Recruitment & Selection process, Compensation & Benefits and Annual Performance Review of all employees; I also manage Training courses, facilitate Japanese expatriates support and make sure that we are up to ISO 14001 and OHSAS 18001 Affairs standards. I have worked for SIT since 1994; I will be with SIT for 24 years in July.

#### Q2. What made you decide to work at SIT?

I appreciate the seriousness and preciseness of Japanese working attitude and spirit; it inspired me to entered SIT in 1994.

#### Q3. What other jobs have you engaged?

I have always been with my department since I entered SIT. Before I worked for SIT; I worked part-time when I was in my college. I worked in a chain fast-food restaurant and a personal horticulture company. Ever since, I gained significant knowledge and interests about plants and develop a love for fast food.



In the Art & Creative EXPO TAIWAN



#### Q4. What are good things about working at Sanden?

Sanden is not only like a family to me; I learn effective interpersonal communication skills, precise attitude, and develop multicultural awareness in this work environment,

#### Q5. What do you do on your free time?

I enjoy films. I have vast interests in different genres; drama, detective, horror, suspense, yet European art films are my favorite. I enjoy a day at the ocean. I love to stay on the beach, observing, listening to the waves come and go, and imaging the mystery could be hiding under the sea?? I am grateful that I live in Taiwan; I don't have to travel far to find a nice place for me to enjoy the ocean.



Cindy & Gin(My 14 years old daughter) on the beach

#### Q6. Tell us your country's or SIT's good aspect of working style

Our employees are not just working hard; they also take self care seriously. We are moving away from all work no play to making sure that our employees got appreciate rest and leisure activities during their time off. Taiwan's Labor Law has amended step by step recently for all workers to make sure that they have proper time off; its new challenge for HR to conquer. It's part of why I like about my job; it's endless learning career!

## Photo Relation from SMP Carnival Costume Party 2018



Poland

In January and February, there were carnival integration meetings among employees, one of the meetings had the character of a Costume Party.





## The Women's Day in Poland

On March 8, all girls in SMP celebrated the Women's Day!



## Children are Visiting SMP



Poland

Children of SMP employees regularly visit our factory. They prepare beautiful handwork.





Pakistan

## ANNUAL SPORTS DAY



Sport day was celebrated in SPK on March 10. The scenery was so incredible. Sports and games activities is an annual event, in which everyone participated.

Almost all the employees took active part in this event, 6 Cricket Teams, 2 football teams participated while 29 participants involved in other activities. At the end delicious food was served and musical program was arranged. The management distributed gifts and cash prizes among the employees through lucky draw and on their best performance.





# Sanden Singapore goes Asics Ultra Ekiden Relay



Finisher Tee for completing 88.8km together.



Runners doing a switch.



Running as a team of 4s



Finisher medal



**Before the Run.** From L to R: Eugene, SoonKiang, JianCheng, JunYang, XiaoQin, Pearlyn, Alan, Rafi, Tokoyoda Yasuo, Raymond.



**After the Run.** From L to R: Raymond, Eugene, SoonKiang, JianCheng, Alan, XiaoQin, Pearlyn, JunYang, Rafi, Tokoyoda Yasuo.

## We Start and Finish as One

Singapore Community Games 2018 (SCG 2018) introduced its first running concept called **ASICS Community Ultra Ekiden**, which injects a sense of challenge to our community runners with a target completion distance of 88.8km within 3 hours. This run, which took place on March 24 at Singapore Sports Hub, enhances team runners' teamwork, bonding, communication and interaction as they ran in a group of four throughout.

Sanden Singapore, Team Named DelEx (**DEL**ivering **EX**cellence) was represented by ten members. The leader sets the pace and the rest follows. Runners call for a switch once tired, we cheered "Keep Going!" for each other, as well as other teams along the way, it was all about team spirit and completing it together, leaving no man and woman behind. And yes, we all did it together! It was a memorable experience and we wanted to do it again, such inspiring Esprit-De-Corps, honouring, devoting and regarding everyone as a team, three cheers for Sanden Singapore Team! Hooray!



## Campaign against HIV/AIDS



Thailand



" Our team, lead by Nattapon san ; HR manager" and top mangement of Jaspal & Sons "

STC was nominated by TBCA (Thai business coalition on AIDS) to represent Thailand for ASEAN Red Ribbon Award for outstanding workplace (ARROW) which will be held in Malaysia in August 2018.

We became well known at the present , many companies invite us to share practice with them. By March 2, STC was honored by JASPAL & SONS CO.,LTD. ( Sleepware product) as a lecturer on how to manage Aids and TB (Tuberculosis) in the work place to their staff around 70 persons.



" Training atmosphere at Jaspal & Sons"

## Visited Ban Koi Thone School



Thailand



"SANDEN" Building  
donated in Year 2015



STC team with SANDEN board



STC, lead by Wallapa san visited Ban Koi Thone school where we donated building for poor student in the occasion of 25<sup>th</sup> anniversary in year 2015.

This year, a school will be expanded to junior high school level, they therefore arrange the open house activities by using SANDEN building to promote their school as an alternative for interested students who are looking for the new school for the next semester in their home town. STC were invited as an owner of building. We are delighted to know that our building was not benefit to support only students but also to serve a community as a place for meeting and several activities.



"SANDEN " building were utilized as a place  
for several activities for students and community