

A Action Policy*	6	I Integrated Review	16, 36	R Re-examination*	18
Asunaro House	21	ISO/TS16949*	17	Responsible Care*	16
C Cafeteria Plan	25	ISO14001*	17	Return from Environmental Protection Initiatives	34
Charter of Business Conduct and Code of Business Conduct*	6	ISO9001*	17	S Safety Recorder*	37
CO ₂ Emissions*	32	IVR	11	Safety Reviews	37
COD*	30	K KAYAKU spirit	6	Sorting & Recycling	31
Colored Wastewater	30	L Landfill Waste	31	SO _x Emissions	29
Compliance	15	LRI	20	Special Paid Vacation System	24
Corporate Governance	14	M MINK Web	11	SS Emissions	30
Corporate Master Plan for the Environment	26	Modal Shift	32	T The Declaration on Health, Safety, Environmental Protection and Quality	16
Corporate Vision	6	MSDS*	19	TPM Activity*	37
Creative Group Activities	24	N Narcotics	33	Traffic Safety Activity	37
CSR Mid-term Action Plan	7	Nitrogen Emissions	30	Training Programs	24
CSR Philosophy	6	Noise Prevention	30	12 Substances Subject to Voluntary Controls*	28
D Discharge Control of Plant Waste Water	30	NO _x Emissions	29	V VOC Regulation*	28
Dust Emissions	29	P PCB*	31	W Waste Produced	31
E Environmental Accounting	34	Personal Information Protection Policy	19	Water Pollution Prevention	30
Environmental Protection Costs	34	Phosphorus Emissions	30	Work-Life Balance	25
G GHS*	19	Pink Ribbon Campaign	20	Worktime Management	24
Global "sukima" ideas	9	Polymeric Micelles	11	Y Yellow Card*	33
Global Warming Prevention	32	Anti-Cancer Drug	11		
GMP*	17	PRTR*	28		
H Hazardous Air Pollutants	28	R Radioactive Substances	33		
HAZOP*	37	Rate of Lost Worktime Accidents*	36		
		Reducing the Environmental Impact of Our Business Activities	26		

Editor's Note

This year marks the third publication following the report's name change from the Environmental Report to the CSR Report. Once again, during the CSR Session in April 2010 new employee training program new hires were asked to read the 2009 edition of the CSR report and submit a survey after they were posted to their workplace. New employees retain a viewpoint that is closest to that of external stakeholders, and so on this occasion once again we were able to receive valuable feedback from these new employees. A selection of their comments appears below.

- "I felt the report could provide further details regarding the Company's relationship with customers."
- "I felt there were places where information was simply provided in list form."
- "Overall, I thought the report should provide more content on Global " Sukima" Ideas."
- "I thought more details could be provided on the Company's polymeric micelles anti-cancer drug, as this will greatly benefit society going forward without a doubt."
- "Specific details were provided on reducing the Company's environmental footprint, but there were times when I did not understand how wonderful these details were. I thought it would be beneficial to provide more benchmarks for comparison."
- "I understood that the Company's rate of lost worktime accidents was among the lowest in the industry, but I was unable to understand why it was so low. I thought it would be beneficial to provide more details on whether this was because the Company's initiatives are different from its competitors."
- "I thought it would be easier to understand if a footnote was added on the environmental impact when SS and phosphorus are emitted as wastewater."
- "The section titled Reducing the Environmental Impact of Our Business Activities provided details for those initiatives that had positive results, but failed to offer specific details for those initiatives that did not have positive results. These were simply labeled as "requires more effort," with no additional information provided on the specific efforts or initiatives to be made."
- "I felt it should be more clear which of the initiatives of the Corporate Master Plan on the Environment are undertaken by which workplace."

In addition to these new employees, we have also considered survey results and feedback provided by our external stakeholders in compiling a more easy-to-understand fiscal 2010 edition. Although we were unable to respond to each individual request, moving forward we will aim to incorporate the requests of more and more stakeholders in our future reports.

Each Individual Employee is a Leader of Our CSR Activities

Learn about the lives of employees appearing in the 2010 report outside of work