

Fundamental CSR Activities

CSR Action Plan


The Nippon Kayaku Group practices CSR management by realizing the KAYAKU spirit, which calls for "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences." The following section provides a closer look at the CSR Action Plan and how it is linked to our business activities.

Targets and Results of the Fiscal 2012 CSR Action Plan

The following table comprises a summary of Nippon Kayaku's self assessment of its Fiscal 2012 CSR Action Plan and linkages with business activities.

| CSR Activities | Action Plan | FY 2012 Targets | FY 2012 Results | Assessment | |
|---------------------------------------|--|--|---|---|---|
| Fundamental CSR activities | Secure business continuity | Enhance BCP preparedness and disaster response | Completed BCP training for all employees and conducted BCP drills | ○ | |
| | Reduce our carbon footprint and CO2 | Continued with energy-saving activities and enhanced carbon footprint management | Continued with energy-saving activities and enhanced carbon footprint management | ○ | |
| | Provide compliance | Continued with compliance activities and enhanced compliance management | Continued with compliance activities and enhanced compliance management | ○ | |
| Social Responsibility (non-financial) | Respect human rights | Respect 3 Core values through the entire group activities | Respect 3 Core values through the entire group activities | ○ | |
| | Employee | Safe and sound | Enhance safety information based on the Guide for Representative Workers (Safety Representative) and strengthen safety management | Completed preparation for disaster | ○ |
| | | Contribute to the health of society | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | Product | Contribute to the health of society | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | | Reduce environmental impact of products and services | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | Customer | Provide a safe and sound environment | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | | Work-life balance | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | Community | Contribute to a healthy environment | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | | Contribute to a healthy environment | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| | Shareholder/Investor | Share information with society | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ |
| Share information with society | | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ | |
| Environment (non-financial) | Reduce environmental impact of products and services | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ | |
| | Reduce environmental impact of products and services | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ | |
| Economic (non-financial) | Contribute to the growth of society | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ | |
| | Contribute to the growth of society | Continued with safety activities and enhanced safety management | Continued with safety activities and enhanced safety management | ○ | |

- [Fiscal 2012 CSR Action Plan PDF](#)



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Mid-term CSR Action Plan

In April 2013, the Nippon Kayaku Group commenced its new three-year Mid-term Business Plan "Challenge 100A!" that runs until its 100th anniversary in the year 2016. In conjunction with this, we also drafted an Mid-term CSR Action Plan that runs parallel to Challenge 100A!. Going forward, we will take steps to ensure all executives and employees understand the Mid-term CSR Action Plan to raise awareness toward CSR management and promote inclusive efforts involving all employees.

| Category | No. | Challenge /Mid / Term CSR Action Plan | FY 2013 CSR Action Plan | Response to SDGs | | | | | | |
|------------------------------|---|---|---|------------------------|-------------------|-----------------|-------------|-----------------|----------------|-------------------------------------|
| | | | | Quantified Achievement | Shareholder Value | Local Community | Environment | Product Quality | Customer Value | Employee Satisfaction and Retention |
| Foundational | 1 | Improve employee awareness of CSR and compliance | Implemented CSR and compliance training including Group companies | ○ | | | | | ○ | |
| | 2 | Reduce business continuity during the event of an emergency | Maintained BCP Manual, including disaster response, and implemented training | ○ | | | | | ○ | |
| Social Responsibility | 3 | Strictly adhere to regulations on chemical substances | Enhanced in-house instructional programs related to chemical substance regulations and appropriately disclosed CSR | | | | ○ | ○ | | |
| | 4 | Conduct R&D to make social contributions through research, development, and provision of product information on safety and secure usage facts | Brought safety improvement products to market and progressed with development of products, checks and balances, drugs | | | | | ○ | ○ | |
| | 5 | Thoroughly ensure the education of compliance knowledge and safe interaction handling practices | Implemented a rank-based education program taught by the employees safety maintenance team | | | | | | ○ | ○ |
| | 6 | Continue conducting safety instruction efforts for safe agricultural use | Carried out vehicle safety checks (120 units per year, per sales representative) | | | | ○ | | | ○ |
| | 7 | Enhance CSR procurement in cooperation with suppliers | Formulated CSR procurement criteria | | | | | | ○ | |
| | 8 | Work toward proactive measures against occupational injuries and occupational diseases from major accidents | Major accidents, lost workday accidents, technology-related accidents: 0 cases T-0 (no open non-fatal workday accident rate) of accidents | | | | ○ | ○ | | |
| | 9 | Reduce customer complaints and quality process malfunctions | High level complaints (those of ¥10,000,000 or more): 0 cases | | | | | | ○ | ○ |
| | 10 | Communicate with the local community | Supports clean water-related diseases and PSE forums, to demystify misconceptions | | | | | | | ○ |
| | 11 | Provide timely and appropriate disclosure of information to stakeholders | Provided communication with stakeholders and made the Company website user-friendly | | | | ○ | | | ○ |
| | 12 | Utilize and foster diverse human capital | Improved our degree of worker diversity and our hiring rate for workers with disabilities, promoted the appointment of female managers, utilized the skills of workers of advanced age | | | | ○ | ○ | | |
| Environmental Responsibility | 13 | Use our contribution to employee health and safety, and provide a working environment that allows for a good work-life balance | Monitor health training for creating a healthy workplace: 3 months of training programs Participation in the training: 100% Participation rate in health check-ups: 100% | | | | ○ | ○ | | |
| | 14 | Protect human rights and privacy | Appropriately operated the whistleblower hotline, implemented human rights and privacy management programs training | | | | ○ | ○ | | |
| Environmental Responsibility | 15 | Expand our green procurement rate | Assessed the status of our green procurement through the promotion of our indirect materials purchasing system | | | | | ○ | ○ | |
| | 16 | Reduce third party environmental impacts with full consideration of the environment | Reduced emissions of chemical substances, followed initiatives directed toward achieving the interim environmental targets set for FY 2020 | | | | | ○ | | |
| | 17 | Improve water/waste treatment technology and respond to environmental regulations | Assessed, including at Group companies, various, the development of new technology for waste water treatment, received top-technical technology through the advanced treatment of recycling waste water | | | | | ○ | | |
| 18 | Strive to be a business with ever lower energy consumption | Formulated energy consumption action plans for each business site | | | | | ○ | | | |
| Economic Responsibility | 19 | Secure stable earnings as a sustainable business group | Enhanced Group management, utilized Group companies through a share value support framework from the next fiscal year | ○ | | | | | ○ | |
| | 20 | Launch products that contribute to the environment and society | Brought new high performance thermal conductive adhesive sheets and optical carrier films to market without delay | | | | | ○ | | ○ |
| | 21 | Bring high quality pharmaceutical products that reduce economic burdens | Brought boundaries to market as quickly as possible, worked to bring generic and generics drugs to market without delay | | | | | | | ○ |
| | 22 | Realize our own sustainable value, diversify using our proprietary technologies, to a global market and contribute to global issues | Started new business business bases and expanded production facilities | | | | | | | ○ |
| 23 | Secure the continued existence of manufacturing plants by handing down expert "monozukuri" technology | Provided company-wide presentation gatherings related to "monozukuri," promoted in-house education and joint sharing of information | | | | ○ | | ○ | | |
| 24 | Promote and implement sustainable research programs | Built out a complete structure conducive to the sustainable creation and implementation of projects | | | | ○ | | | ○ | |

- [Mid-term CSR Action Plan PDF](#)