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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.

CSR Action Plan Results from Fiscal 2014 and Targets for Fiscal 2015

This page contains a self assessment of the fiscal 2014 CSR Action Plan linked to the business activities of the Nippon Kayaku Group and also introduces the CSR Action Plan for fiscal 2015.

| | | Challenge 1001 / Mid-Term CSR Action Plan | | | |
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CSR Action Plan Results from Fiscal 2014 and Targets for Fiscal 2015 📾 👘



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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.

| Social Responsibility Core Subjects | | | Mid-Term CSR Action Plan for Each Issues | No. | Ghallengie 1004 / Mid-Term CSR Action Plan |
|--|----------|---|---|-----|---|
| | 1.5 | Decision-making processes and structure | 0000000 | | Improve employee awareness of CSR and compliance |
| | <u>.</u> | Due diligence | | 0 | Assure business continuity during the event of an emergency |
| | <u> </u> | Human rights risk struations | | | Strictly adhere to regulations on chemical substances |
| | <u> </u> | Avoidance of complicity | | | Continue to make societal contributions through research, development, |
| Human rights | <u> </u> | Resolving prevences | 0 | 0 | and provision of product information on cancer and cancer related fields |
| | <u> </u> | Decrimination and vulnerable proups | 00 | - | Thoroughly ensure the education of employees in knowledge and alth related to |
| | <u> </u> | Civil and gelitical rights | | . 0 | handling toplotives |
| | <u> </u> | Economic, social and cultural rights. | 0 | 0 | Continue conducting praite instruction efforts for safe agrochemical u |
| | • | Fundamental principles and rights at work | 0 | 0 | Promote CSR procurement in (poperation with suppliers |
| | | Employment and employment relationships | 0 | | Work toward preventative measures against environmental impacts and |
| | | Conditions of work and social protection | | 0 | occupational injuries from major accidents |
| | | Social dialogue | | 0 | Reduce customer complaints and quality process mishaps |
| | | Health and safety at work | 00 | | Communicate with the local community |
| | | Human development and training in the workplace | 00 | | |
| | Ŀ | Prevention of pollution | 000000 | | Provide timely and appropriate disclosure of information to stakehold |
| | Ŀ | Sustainable resource use | 0000 | 0 | Utilize and foster diverse human capital |
| | Ŀ | Climate change mitigation and adaptation | 0 | | Give due consideration to employee health and safety, and provide |
| | | Protection of the environment, biodiversity and restoration of natural habitats | | _ | a working environment that allows for a good work-life balance |
| | - | Anti-corruption | 000 | 0 | Protect human rights and privacy |
| | | Responsible political involvement | | 0 | Expand our preen procurement ratio |
| | | Fair competition | 000 | - | Achieve mid-term environmental targets with due consideration of the |
| | | Promoting social responsibility in the value chain | 000 | ~ | environment |
| | 1.1 | Respect for property rights | | | Improve washe water treatment technology and respond to |
| | <u> </u> | Fair marketing, factual and unbiased information and fair contractual practices | 00 | - | environmental regulations |
| | - | Protecting consumers' health and safety | | 0 | Strive to be a business with ever lower energy consumption |
| | - | Sustanable consumption | 000000 | 0 | Assure stable earnings as a sustainable business group |
| | - | Consumer service, support, and complaint and dispute resolution | | 0 | Launch products that contribute to the envelopment and to energy conservation |
| | | Consumer data-protection and privacy Access to estantial services | | | Provide high quality pharmaceutical products that reduce economic |
| | | Access to essential services Education and awareness | | 0 | burdens |
| | | | | - | Roll out low cost automobile safety devices, using our proprietary |
| | | Community involvement Education and culture | • | | technologies, to a global market in order to contribute to protecting lives |
| | H | Engloyment creation and skills development | | | Ensure the continued existence of manufacturing plants by handing down |
| | | Employment creation and justs development Technology development and access | | | Japan's "menozukun" technology |
| | | technology development and access Weight and income coulton | | ۰ | Create and implement sustainable research programs |
| | | Weaths | | | |
| | | Means Social Investment | | | |

Mid-term CSR Action Plan for ISO 26000 Issues 📾

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