



Compliance

Raising Awareness about Compliance

The Nippon Kayaku Group believes that compliance holds a position of the utmost importance in its business activities. In June 2011, the Nippon Kayaku Group Charter of Conduct and [the Nippon Kayaku Group Code of Conduct](#) were drawn up. Personnel responsible for and in charge of ethics matters are appointed at each business location of domestic Group companies. These personnel work to promote compliance in close cooperation with the Ethics Committee. Overseas Group companies met with leaders to move forward in a similar fashion based on the situation in their home country.

Additionally, 62 departments and business sites were asked to prepare an original Compliance Action Plan for their organization, based on which specific activities were carried out on the front lines. The Nippon Kayaku Group stands firmly committed to pursuing these activities and initiatives together as one.



Training Led by Compliance Promotion Officers

Compliance Training for Nippon Kayaku Group Companies

We hold training sessions every year to foster a corporate culture that emphasizes compliance. In fiscal 2013, we conducted training with a focus on power harassment geared toward ordinary employees as well as for new hires and newly appointed managers, and these sessions were held on 50 total occasions at domestic business sites. Going forward, we will seek to step up collaboration with overseas Group companies and help raise awareness about compliance while being considerate of the local culture and customs.

Compliance Promotion Activities

October has been designated Compliance Promotion Month and in conjunction with this, training sessions are held for each business site, while all Nippon Kayaku Group employees in Japan are asked to complete a compliance survey. In fiscal 2013, a total of 3,965 responses were received from Nippon Kayaku Group company employees for the compliance survey, resulting in a response ratio of 99.7%. For this year's survey, new questions on information were added to check the status of employee awareness. The status and workplace issues concerning the promotion of compliance and status of legal compliance are analyzed for each business department and then feedback is provided to business departments in the form of a report that includes comments for improvements. Based on this, business sites formulated their action plan for the next fiscal year and are using the PDCA cycle to improve awareness. All of these efforts were later introduced in the company newsletter called Try.

The Nippon Kayaku Group's whistle-blower system

We have set up whistle-blower hotlines for employees both inside and outside the company. Through these hotlines we strive to quickly remedy situations and also prevent violations of laws, company rules and our code of business conduct before they occur.

● Nippon Kayaku Group Compliance Hotline

