



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.

Category	No.	Challenge 100A / Mid-term CSR Action Plan	FY 2014 CSR Action Plan	Assessment	FY 2015 CSR Action Plan
Fundamental	1	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	2	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
	3	Strengthening CSR education	Established a CSR education system with a CSR education committee and a CSR education manager, and implemented a CSR education plan.	○	Continued CSR education activities.
	4	Strengthening CSR reporting	Established a CSR reporting system with a CSR reporting committee and a CSR reporting manager, and implemented a CSR reporting plan.	○	Continued CSR reporting activities.
Social Responsibility	5	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	6	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
	7	Strengthening CSR education	Established a CSR education system with a CSR education committee and a CSR education manager, and implemented a CSR education plan.	○	Continued CSR education activities.
	8	Strengthening CSR reporting	Established a CSR reporting system with a CSR reporting committee and a CSR reporting manager, and implemented a CSR reporting plan.	○	Continued CSR reporting activities.
	9	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	10	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
	11	Strengthening CSR education	Established a CSR education system with a CSR education committee and a CSR education manager, and implemented a CSR education plan.	○	Continued CSR education activities.
	12	Strengthening CSR reporting	Established a CSR reporting system with a CSR reporting committee and a CSR reporting manager, and implemented a CSR reporting plan.	○	Continued CSR reporting activities.
	13	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	14	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
Environmental Responsibility	15	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	16	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
	17	Strengthening CSR education	Established a CSR education system with a CSR education committee and a CSR education manager, and implemented a CSR education plan.	○	Continued CSR education activities.
	18	Strengthening CSR reporting	Established a CSR reporting system with a CSR reporting committee and a CSR reporting manager, and implemented a CSR reporting plan.	○	Continued CSR reporting activities.
Economic Responsibility	19	Strengthening CSR management	Established a CSR management system with a CSR committee and a CSR manager, and implemented a CSR management plan.	○	Continued CSR management activities.
	20	Strengthening CSR communication	Established a CSR communication system with a CSR communication committee and a CSR communication manager, and implemented a CSR communication plan.	○	Continued CSR communication activities.
	21	Strengthening CSR education	Established a CSR education system with a CSR education committee and a CSR education manager, and implemented a CSR education plan.	○	Continued CSR education activities.
	22	Strengthening CSR reporting	Established a CSR reporting system with a CSR reporting committee and a CSR reporting manager, and implemented a CSR reporting plan.	○	Continued CSR reporting activities.

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	Social Responsibility Core Issues	Mid-Term CSR Action Plan for Each Issue	No.	Challenge 2001 / Mid-Term CSR Action Plan
Organizational governance	Decision-making processes and structure	● ● ● ● ● ● ● ●	1	Improve employee awareness of CSR and compliance
	Due diligence	● ● ● ● ● ● ● ●	2	Assess business continuity during the onset of an emergency
	Human rights risk situations	● ● ● ● ● ● ● ●	3	Strictly adhere to regulations on chemical substances
Human rights	Avoidance of complicity	● ● ● ● ● ● ● ●	4	Continue to make societal contributions through research, development, and provision of product information on cancer and cancer-related fields
	Resolving grievances	● ● ● ● ● ● ● ●	5	Thoroughly ensure the education of employees on knowledge and skills related to handling customers
	Discrimination and harassment groups	● ● ● ● ● ● ● ●	6	Continued conducting crisis instruction efforts for safe agrochemical use
	Civil and political rights	● ● ● ● ● ● ● ●	7	Promote CSR procurement in cooperation with suppliers
	Economic, social and cultural rights	● ● ● ● ● ● ● ●	8	Work toward preventative measures against environmental impacts and occupational injuries from major accidents
Labor practices	Fundamental principles and rights at work	● ● ● ● ● ● ● ●	9	Reduce customer complaints and quality process mishaps
	Employment and employment relationships	● ● ● ● ● ● ● ●	10	Communicate with the local community
	Conditions of work and social protection	● ● ● ● ● ● ● ●	11	Provide timely and appropriate disclosures of information to stakeholders
	Social dialogue	● ● ● ● ● ● ● ●	12	Utilize and foster diverse human capital
The environment	Health and safety at work	● ● ● ● ● ● ● ●	13	Link due consideration to employee health and safety, and provide a working environment that allows for a good work-life balance
	Human development and training in the workplace	● ● ● ● ● ● ● ●	14	Protect human rights and privacy
	Prevention of pollution	● ● ● ● ● ● ● ●	15	Expand our green procurement ratio
	Sustainable economic activities	● ● ● ● ● ● ● ●	16	Achieve mid-term environmental targets with due consideration of the environment
Fair operating practices	Climate change mitigation and adaptation	● ● ● ● ● ● ● ●	17	Improve water treatment technology and respond to environmental regulations
	Protection of the environment, biodiversity and restoration of natural habitats	● ● ● ● ● ● ● ●	18	Strive to be a business with ever lower energy consumption
	Anti-corruption	● ● ● ● ● ● ● ●	19	Assure stable earnings as a sustainable business group
	Responsible political involvement	● ● ● ● ● ● ● ●	20	Launch products that contribute to the environment and to energy conservation
Consumer issues	Age discrimination	● ● ● ● ● ● ● ●	21	Provide high quality pharmaceutical products that reduce economic burden
	Respect for property rights	● ● ● ● ● ● ● ●	22	Roll out low-cost automobile safety devices using our proprietary technologies, to a global market in order to contribute to protecting lives
	Fair marketing, factual and unbiased information and fair contractual practices	● ● ● ● ● ● ● ●	23	Ensure the continued existence of manufacturing plants by handing down Japan's "manufacturing" technology
	Protecting consumers' health and safety	● ● ● ● ● ● ● ●	24	Create and implement sustainable research programs
Community involvement and development	Sustainable consumption	● ● ● ● ● ● ● ●	25	
	Consumer services, support, and complaint and dispute resolution	● ● ● ● ● ● ● ●	26	
	Consumer data protection and privacy	● ● ● ● ● ● ● ●	27	
	Access to essential services	● ● ● ● ● ● ● ●	28	
Community involvement and development	Education and awareness	● ● ● ● ● ● ● ●	29	
	Community involvement	● ● ● ● ● ● ● ●	30	
	Education and culture	● ● ● ● ● ● ● ●	31	
	Employment creation and skills development	● ● ● ● ● ● ● ●	32	
Community involvement and development	Technology development and access	● ● ● ● ● ● ● ●	33	
	Wealth and income creation	● ● ● ● ● ● ● ●	34	
	Health	● ● ● ● ● ● ● ●	35	
	Social investment	● ● ● ● ● ● ● ●	36	

Mid-term CSR Action Plan for ISO 26000 Issues 