



## 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. To promote and foster awareness about compliance, we take specific steps on the frontlines that include training and having each workplace create their own action plan. During this past fiscal year we worked continuously on raising awareness based on evaluation of results of activities carried out throughout the year.

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 at a Group company in China

#### Compliance Promotion Activities

During October, which is designated Compliance Month, we conducted a compliance survey. Issues concerning the promotion of compliance were identified for each business site and then feedback was provided in the form of a report that includes comments for improvements. Using this, business sites prepared an action plan for the next fiscal year and carried out the PDCA cycle to raise greater awareness. The results of these efforts were later introduced in the company newsletter called Try.

#### Compliance Training for Nippon Kayaku Group Companies

Training during fiscal 2014 focused on information security and was provided to some 2,700 employees across 47 sessions held in Japan. As a new initiative, we produced a DVD recording of the training and distributed it to approximately 550 employees, mainly sales reps, who were unable to take part in the group training sessions.

As for overseas Group companies, rank-based training was carried out on 11 occasions mainly in China. We will continue to work with our Group companies to raise awareness about compliance while paying close attention to customs and cultures of each location.

#### 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

