



CSR Action Plan

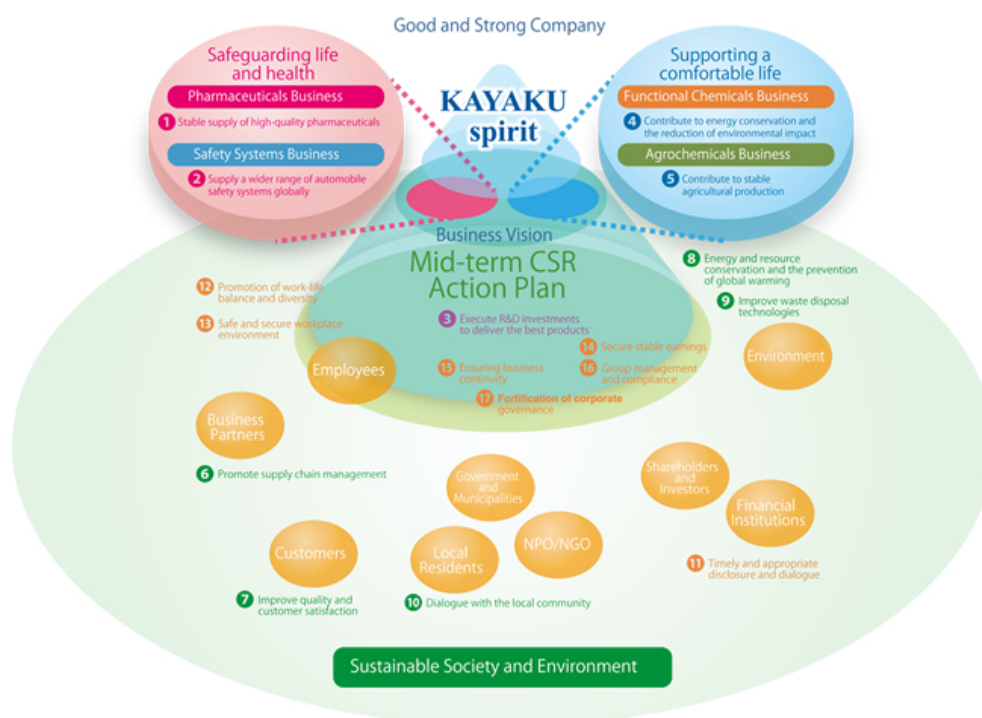
The Nippon Kayaku Group practices CSR management by realizing the KAYAKU spirit, which calls for "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences." The following section provides a closer look at the CSR Action Plan and how it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

Mid-term CSR Action Plan

The Nippon Kayaku Group has created a Mid-term CSR Action Plan 2016–2018 that is closely linked with the three-year mid-term business plan "Take a New Step 2016," launched on April 1, 2016, which contains the message "Coinciding with the centennial of our company's founding, we are on the verge of taking a new and innovative step forward."

Our goal is to realize the mid-term business vision, "Continuing to provide the best products, technologies, and services that safeguard the life and health of consumers, and support a comfortable life" through our four business segments, while creating a better and stronger company that contributes to a sustainable society and environment.

The Mid-term CSR Action Plan represents a total of 17 items carefully selected as a consensus of the Nippon Kayaku Group from the more than 400 action plans submitted by each business division, including administrative divisions, and consolidated subsidiary.



Please see the following table "Mid-term CSR Action Plan 2016–2018" for details about each action plan. The numerical data within the table matches each item of the action plan.

Mid-term CSR Action Plan 2016-2018

	No	Mid-term CSR Action Plan 2016-2018
 Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information
	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products
 Supporting a comfortable life	4	Contribute to the creation of an "Super Smart Society" by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation*1
	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers
 Contributing to the development of a sustainable society and environment	6	Promote supply chain management
	7	Promote the additional improvement of customer satisfaction of product quality
	8	Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming
	9	Improve environmental preservation technologies for water treatment
	10	Contribute to coexistence with the local society through communication with its residents
 Represent the embodiment of a good and strong company	11	Carry out dialogue with stakeholders by providing appropriate information in a timely manner
	12	Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity
	13	Maintain a safe and secure work environment that is free of accidents and work-related disasters
	14	Secure stable earnings as a corporate group with growth potential
	15	Maintain business continuity even during an emergency
	16	Instill CSR management throughout the group and continue to fully implement compliance
	17	Fortify corporate governance throughout the group

*1: Partial change in wording from April 2017

Mid-term CSR Action Plan 2016 – 2018 

Relationship between our Mid-term CSR Action Plan and the SDGs

The Nippon Kayaku Group is working to do whatever possible through its businesses to address the various social issues cited in the Sustainable Development Goals (SDGs) for 2030 adopted by the United Nations. We will contribute to the achievement of the SDGs through the initiatives we are implementing under our Mid-term CSR Action Plan 2016 – 2018.

Mid-term CSR Action Plan 2016-2018

	No	Mid-term CSR Action Plan 2016-2018	SDGs
 Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information	
	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety	 
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products	  
 Supporting a comfortable life	4	Contribute to the creation of an "Super Smart Society" by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation*1	 
	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers	 
 Contributing to the development of a sustainable society and environment	6	Promote supply chain management	
	7	Promote the additional improvement of customer satisfaction of product quality	
	8	Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming	 
	9	Improve environmental preservation technologies for water treatment	 
	10	Contribute to coexistence with the local society through communication with its residents	
 Represent the embodiment of a good and strong company	11	Carry out dialogue with stakeholders by providing appropriate information in a timely manner	
	12	Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity	
	13	Maintain a safe and secure work environment that is free of accidents and work-related disasters	
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	17	Fortify corporate governance throughout the group	

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Relationship between our Mid-term CSR Action Plan and the SDGs 

Mid-term CSR Action Plan 2016–2018 for ISO26000 Core Subjects

The Nippon Kayaku Group has created a table of correspondence between the 37 Core Issues of ISO26000 and our each item of Mid-term CSR Action Plan 2016–2018.

Mid-term CSR Action Plan 2016-2018 for ISO26000 Core Subjects												
No.	Mid-term CSR Action Plan 2016-2018	Completion Status	ISO26000 Core Subjects and Related Issues									
			Human Rights	Labour Rights	Environment	Product Safety	Quality	Customer Satisfaction	Supplier Management	Community Relations	Information Transparency	The environment
1	Conduct a risk assessment for the company's activities and identify areas for improvement.	Completed	Human Rights	Labour Rights	Environment	Product Safety	Quality	Customer Satisfaction	Supplier Management	Community Relations	Information Transparency	The environment
			Human Rights	Labour Rights	Environment	Product Safety	Quality	Customer Satisfaction	Supplier Management	Community Relations	Information Transparency	The environment
			Human Rights	Labour Rights	Environment	Product Safety	Quality	Customer Satisfaction	Supplier Management	Community Relations	Information Transparency	The environment
			Human Rights	Labour Rights	Environment	Product Safety	Quality	Customer Satisfaction	Supplier Management	Community Relations	Information Transparency	The environment

Mid-term CSR Action Plan 2016-2018 for ISO26000 Core Subjects PDF

Results of FY 2017 CSR ACTION PLAN and FY 2018 CSR Action Plan

The Nippon Kayaku Group has formulated a single-year CSR action plan for each fiscal year to achieve the Mid-term CSR Action Plan 2016-2018, and has passed PDCA. The results of the first year CSR Action Plan 2017 and the CSR Action Plan 2018 are as follows.


Results of FY 2017 CSR ACTION PLAN

CSR Action Plan 2017 Achievements			Assessment levels
No.	Mid-term CSR Action Plan 2016-2018	CSR Action Plan FY 2017 Achievements	Assessment levels
1	Conduct a risk assessment for the company's activities and identify areas for improvement.	Completed clinical trial for NK-105, a compound molecule with cancer drug	***
		Obtained marketing approval for Topotecan 301 NK, a generic anticancer drug	***
		Completed capacity expansion and production system expansion for existing products of our business sites in China and Europe, to improve production capacity and improve product quality	***
		Completed the construction of a production value system for new products in Japan	***
2	Establish a system for the selection of suppliers and the improvement of their quality.	Successfully established one corporate research framework technological integration	***
		Successfully established a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
		Successfully established a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
		Successfully established a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
3	Contribute to the environment by reducing CO2 emissions and energy consumption.	Implemented a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
		Implemented a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
		Implemented a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
		Implemented a system for the selection of suppliers and the improvement of their quality, including a company-wide research presentation meeting, meeting of research laboratories, and exchange training for applicable evaluation techniques	***
4	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
5	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
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		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
7	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
8	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
9	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
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15	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
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		Completed registration of a new trademark, FEMALOSE	***
16	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
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		Completed registration of a new trademark, FEMALOSE	***
		Completed registration of a new trademark, FEMALOSE	***
17	Contribute to the environment by reducing CO2 emissions and energy consumption.	Completed registration of a new trademark, FEMALOSE	***
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		Completed registration of a new trademark, FEMALOSE	***
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Result of FY 2017 CSR Action Plan PDF

Nippon Kayaku Group CSR Action Plan 2018

Nippon Kayaku Group CSR Action Plan 2018

No.	Mid-term CSR Action Plan 2016-2018	CSR Action Plan 2018
 Safeguarding life and health	1 "Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information"	Contribute to achieve more efficient medical spending through research and development and launch of monoclonal antibody biosimilars for cancer fields and generic anti-cancer drugs, and proceed with research and development of polymeric micelle anti-cancer drugs
	2 "Contribute to public safety by globally applying a wide range of advanced safety systems to improve automotive collision safety"	Develop products that match the changing needs of markets and contribute to the safety of more people around the world
	3 "Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products"	Strengthen medium- to long-term R&D for the best products that accurately meet the needs of society
 Supporting a comfortable life	4 "Contribute to the creation of an "Super Smart Society" by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation"	Provide functional chemical materials that contribute to the progress of digital printing, and making semiconductors and electronic devices thinner, lighter, and more compact
	5 "Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers"	Launch new insecticide FINESAVE® and promote sales to farmers Expand scope of application for existing products
 Contributing to the development of a sustainable society and environment	6 Promote supply chain management	Share information with suppliers on CSR procurement and promote enhanced quality, reduced procurement risk and stable procurement
	7 "Promote the additional improvement of customer satisfaction of product quality"	Continue to implement the Nippon Kayaku "Why Why" Analysis, initiatives to prevent human error, widespread communication to prevent recurrence, and risk assessments to have zero serious customer complaints
	8 "Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming"	Promote initiatives for achieving our FY 2020 mid-term environmental targets
	9 "Improve environmental preservation technologies for water treatment"	Optimize the management of operation and maintenance control including the operating conditions of waste water facilities
 Represent the embodiment of a good and strong company	10 "Contribute to coexistence with the local society through communication with its residents"	Continue to run events such as on-site festivals, local community socials, local cleanup activities, Pink Ribbon Campaign, and educational CSR at each of our locations
	11 "Carry out dialogue with stakeholders by providing appropriate information in a timely manner"	Promote dialogue with shareholders and investors using appropriate financial and non-financial information with consideration given toward ESG
	12 "Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity"	Promote the active role of women and global HR training in order to achieve diversity and inclusion Promote initiatives conducted in accordance with the Act on Advancement of Measures to Support Raising Next Generation Children, including promoting acquisition of childcare leave and reducing overtime, etc. Promote work style innovations and workplaces that offer work-life balance where employees can work enthusiastically and efficiently
	13 "Maintain a safe and secure work environment that is free of accidents and work-related diseases"	Implement business operations balanced in terms of investments for generating stable earnings and future growth Promote initiatives for preventing accidents and disasters
	14 "Secure stable earnings as a corporate group with growth potential"	Implement business operations balanced in terms of investments for generating stable earnings and future growth
	15 "Maintain business continuity even during an emergency"	Implement BCP training targeting the Safety Systems Business and periodically review the BCP manual
	16 "Inculc CSR management throughout the group and continue to fully implement compliance"	Continue to implement CSR and compliance training, which includes training for employees of the Group companies Comply with local laws in each country/region, and quickly and properly address legal revisions
	17 Fortify corporate governance throughout the group	Enhance the quality of the governance system by continuing to implement assessments of the effectiveness of the Board of Directors, internal control, risk management and internal audits Reinforce the corporate information management system by improving IT literacy and security literacy

*ESG is an acronym for Environment, Social and Governance.





FY 2018 CSR Action Plan 



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Mid-term CSR Action Plan 2016-2018

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	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products
 Supporting a comfortable life	4	Contribute to the creation of an “ Super Smart Society ” by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation*1
	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers
 Contributing to the development of a sustainable society and environment	6	Promote supply chain management
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 Represent the embodiment of a good and strong company	10	Contribute to coexistence with the local society through communication with its residents
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	15	Maintain business continuity even during an emergency
	16	Instill CSR management throughout the group and continue to fully implement compliance
17	Fortify corporate governance throughout the group	

*1: Partial change in wording from April 2017

Mid-term CSR Action Plan 2016-2018

	No	Mid-term CSR Action Plan 2016-2018	SDGs
 Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information	       
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17	Fortify corporate governance throughout the group		

*1: Partial change in wording from April 2017

Mid-Term CSR Action Plan 2016-2018 for ISO26000 Core Subjects

	No	Mid-term CSR Action Plan 2016-2018	ISO26000 Core Subjects and Related Issues																	
			Organizational governance Decision-making processes and structure	Human rights						Labor practices						The environment				
				Due diligence	Human rights risk situations	Avoidance of complicity	Resolving grievances (※N/A)	Discrimination and vulnerable groups	Civil and political rights	Economic, social and cultural rights	Fundamental principles and rights at work	Employment and employment relationships	Conditions of work and social protection	Social dialogue (※N/A)	Health and safety at work	Human development and training in the workplace	Prevention of pollution	Sustainable resource use	Climate change mitigation and adaptation	Protection of the environment, biodiversity and restoration of natural habitats
Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information																		
	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety																		
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products																		
Supporting a comfortable life	4	Contribute to the creation of an " Super Smart Society " by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation*1																	○	○
	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers																	◎	◎
Contributing to the development of a sustainable society and environment	6	Promote supply chain management		◎	◎	○													○	
	7	Promote the additional improvement of customer satisfaction of product quality																		
	8	Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming																	◎	◎
	9	Improve environmental preservation technologies for water treatment																	◎	○
Represent the embodiment of a good and strong company	11	Carry out dialogue with stakeholders by providing appropriate information in a timely manner	○																	
	12	Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity		◎	◎						○	◎	○	◎			◎			
	13	Maintain a safe and secure work environment that is free of accidents and work-related disasters														◎		○		
	14	Secure stable earnings as a corporate group with growth potential	◎																	
	15	Maintain business continuity even during an emergency	◎												○					
	16	Instill CSR management throughout the group and continue to fully implement compliance	◎				○		○	○	○	○								
	17	Fortify corporate governance throughout the group	◎																	





*1: Partial change in wording from April 2017

	No	Mid-term CSR Action Plan 2016-2018	ISO26000 Core Subjects and Related Issues																	
			Fair operating practices					Consumer issues					Community involvement and development							
			Anti-corruption	Responsible political involvement	Fair competition	Promoting social responsibility in the value chain	Respect for property rights	Fair marketing, factual and unbiased information and fair contractual practices	Protecting consumers' health and safety	Sustainable consumption	Consumer service, support, and complaint and dispute resolution	Consumer data protection and privacy	Access to essential services (※N/A)	Education and awareness	Community involvement	Education and culture	Employment creation and skills development	Technology development and access	Wealth and income creation	Health
Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information										◎								
	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety									◎	◎								
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products										◎								
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	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers										◎	◎							
Contributing to the development of a sustainable society and environment	6	Promote supply chain management			○	◎														
	7	Promote the additional improvement of customer satisfaction of product quality				○					○		◎		○					
	8	Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming																		
	9	Improve environmental preservation technologies for water treatment																		
Represent the embodiment of a good and strong company	10	Contribute to coexistence with the local society through communication with its residents												○	◎	◎	○	○	○	○
	11	Carry out dialogue with stakeholders by providing appropriate information in a timely manner								○							○	○	○	○
	12	Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity																		
	13	Maintain a safe and secure work environment that is free of accidents and work-related disasters																		
	14	Secure stable earnings as a corporate group with growth potential			○							○								
	15	Maintain business continuity even during an emergency																		
	16	Instill CSR management throughout the group and continue to fully implement compliance	○	○	○	○	○	○	○	○				○						
17	Fortify corporate governance throughout the group	○	○	○	○	○	○	○	○				○							

*1: Partial change in wording from April 2017





CSR Action Plan 2017 Achievements

★★★ Target achieved
 ★★☆ Almost achieved
 ★☆☆ Under-going efforts toward improvement
 ☆☆☆ Not achieved

	No	Mid-term CSR Action Plan 2016–2018	CSR Action Plan FY 2017 Achievements	Assessment levels
 Safeguarding life and health	1	Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information	<ul style="list-style-type: none"> Commenced clinical trial for NK105, a polymeric micelle anti-cancer drug Brought to market Temozolomide NK tablets, a generic anti-cancer drug Obtained marketing approval for Trastuzumab BS NK, a monoclonal antibody biosimilar for cancer fields 	★★★
	2	Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety	<ul style="list-style-type: none"> Completed capacity increases and production system expansion for existing products at our business sites in Japan and overseas as planned and provided a stable supply of products under a global quality assurance system Completed the construction of a production/sales system for new products as planned 	★★☆
	3	Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products	<ul style="list-style-type: none"> Newly established one corporate research theme seeking technological integration Held initiatives for creating opportunities for mutual understanding and integration of technologies, including a company-wide research presentation meeting, meeting of research laboratory heads, and exchange meeting for analytical evaluation technologies Newly established two joint research projects with research institutions inside and outside Japan 	★★★
 Supporting a comfortable life	4	Contribute to the creation of an “Super Smart Society” by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation*1	<ul style="list-style-type: none"> Provided dry film photoresist for digital devices in the ICT field Developed and provided pigments for inkjet printers in the industrial printing field 	★★★★
	5	Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers	<ul style="list-style-type: none"> Completed agrochemical registration of new insecticide FINESAVE® Expanded indications of existing insecticides to 13 crops + 1 crop family and 19 pests & diseases 	★★★★
	6	Promote supply chain management	<ul style="list-style-type: none"> Ensured stable procurement by seeking to mitigate procurement risk by gathering information through communications with suppliers and by diversifying our supplier base 	★★☆☆
 Contributing to the development of a sustainable society and environment	7	Promote the additional improvement of customer satisfaction of product quality	<ul style="list-style-type: none"> One serious customer complaint (loss valued at more than 10 million yen)¹ Revamped the customer complaint database and quality process failure database and rolled out preventive measures following “Why Why” analysis Continued to strengthen the global quality assurance system and created a new education center to enhance safety and technical training for employees 	★★☆☆
	8	Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming	<ul style="list-style-type: none"> Conducted initiatives for the environment at each business division under the Responsible Care Policy and the forecast indicates targets for 2020 will be achieved Energy consumption per unit: achieved target by reducing 2.7%¹ compared to last year 	★★★★
	9	Improve environmental preservation technologies for water treatment	<ul style="list-style-type: none"> Implemented company-wide project aimed at enhancing wastewater treatment technologies and established core technology 	★★★★
	10	Contribute to coexistence with the local society through communication with its residents	<ul style="list-style-type: none"> Continued various forms of engagement with local residents around plants Held outreach classes at local elementary schools as part of educational CSR and participated in the event-based Children’s Science Experiment Show 2017 Carried out Pink Ribbon Campaign activities throughout Japan and raised awareness about early detection and early treatment of breast cancer among around 20,000 people 	★★★★
 Represent the embodiment of a good and strong company	11	Carry out dialogue with stakeholders by providing appropriate information in a timely manner	<ul style="list-style-type: none"> Disclosed financial and non-financial information in a timely and appropriate manner Continued ongoing engagement with institutional investors Carried out impact assessment in the project to review the adoption of IFRS 	★★★
	12	Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity	<ul style="list-style-type: none"> Promotion of the active role of women: percentage of women in management was 7.0%¹ (0.3 percentage points higher than last year) Carried out HR training including rank-based training and skills training at each plant and business division Carried out training for employees prior to being posted overseas, language learning support and interchange with personnel of overseas Group companies to foster globally-minded human resources Held manager training as part of measures to develop the next generation Held a meeting of the working hours committee with the labor union, promoted no overtime days, and introduced the anniversary paid leave system to encourage employees to take paid leave Reinforced operations of the dedicated hotline and countermeasures committee following revisions to company rules related to harassment prevention and responses Held group training and e-learning program (for all employees) on harassment 	★★☆☆
	13	Maintain a safe and secure work environment that is free of accidents and work-related disasters	<ul style="list-style-type: none"> Continued to carry out stress check-ups and conducted group counseling for high stress workplaces One electrical system work accident¹ Continued to hold fire drills and safety audits at each workplace and Group company and commenced workplace patrol activities (fixed-point observations) for identifying unsafe actions Carried out environmental and safety diagnoses at Group companies in China and held committee meeting involving persons in charge of environment and security 	★★☆☆
	14	Secure stable earnings as a corporate group with growth potential	<ul style="list-style-type: none"> Achieved higher profit on higher revenue in terms of both net sales and operating income Established ROIC as a management indicator to improve capital efficiency and promoted cost reductions at plants and the sale of idle assets 	★★★★
	15	Maintain business continuity even during an emergency	<ul style="list-style-type: none"> BCP training was held for the Pharmaceuticals Group in fiscal 2017 Continued to review BCP manuals focused on the frontlines 	★★★★
	16	Instill CSR management throughout the group and continue to fully implement compliance	<ul style="list-style-type: none"> CSR training: Implemented group training for 315 employees, including 189 employees in five Group companies Compliance training: In Japan, implemented e-learning for 1,973 employees, group training for 825 employees, and DVD training for 778 employees, and in China, implemented group training for 380 employees Complied promptly with revisions to laws in each country/region, and took steps to comply with the EU General Data Protection Regulation (GDPR) 	★★★★
	17	Fortify corporate governance throughout the group	<ul style="list-style-type: none"> Conducted questionnaire of Directors and Audit & Supervisory Board Members about the effectiveness of the Board of Directors Exchanged views between the Internal Audit Department and Audit & Supervisory Board Members, held meetings between the Internal Audit Department and audit corporation, and strengthened collaboration of three-pronged audits Continued to implement information security training and information security self checks involving all employees 	★★★

*1: Figures for Nippon Kayaku on a non-consolidated basis

Nippon Kayaku Group CSR Action Plan 2018

	No	Mid-term CSR Action Plan 2016–2018	CSR Action Plan 2018
 Safeguarding life and health	1	"Contribute to society by promoting innovations using our technological expertise, and by stably supplying high-quality pharmaceuticals coupled with truly reliable information"	Contribute to achieve more efficient medical spending through research and development and launch of monoclonal antibody biosimilars for cancer fields and generic anti-cancer drugs, and proceed with research and development of polymeric micelle anti-cancer drugs
	2	"Contribute to public safety by globally supplying a wider range of automobile safety systems to improve automotive collision safety"	Develop products that match the changing needs of markets and contribute to the safety of more people around the world
	3	"Contribute to society, safeguard the life and health of the public, and support a comfortable life by executing R&D investments to consistently deliver the best products"	Strengthen medium- to long-term R&D for the best products that accurately meet the needs of society Promote creation, protection, analysis and utilization of intellectual properties and reinforce the management system for intellectual properties at overseas group companies
 Supporting a comfortable life	4	"Contribute to the creation of an " Super Smart Society" by providing functional chemical materials that offer special characteristics for the fields of information and communication, and energy and resource conservation"	Provide functional chemical materials that contribute to the progress of digital printing, and making semiconductors and electronic devices thinner, lighter, and more compact
	5	"Contribute to stable agricultural production by offering agrochemicals that suit the needs of the market environment and our customers"	Launch new insecticide FINESAVE® and promote sales to farmers Expand scope of application for existing products
 Contributing to the development of a sustainable society and environment	6	Promote supply chain management	Share information with suppliers on CSR procurement and promote enhanced quality, reduced procurement risk and stable procurement
	7	"Promote the additional improvement of customer satisfaction of product quality"	Continue to implement the Nippon Kayaku "Why Why" Analysis, initiatives to prevent human error, widespread communication to prevent recurrence, and risk assessments to have zero serious customer complaints Strengthen the quality assurance system and address the increasing needs of customers
	8	"Contribute to environmental preservation by promoting energy and resource conservation, and measures to prevent global warming"	Promote initiatives for achieving our FY 2020 mid-term environmental targets
	9	"Improve environmental preservation technologies for water treatment"	Optimize the management of operation and maintenance control including the operating conditions of waste water facilities
	10	"Contribute to coexistence with the local society through communication with its residents"	Continue to run events such as on-site festivals, local community socials, local cleanup activities, Pink Ribbon Campaign, and educational CSR at each of our locations
 Represent the embodiment of a good and strong company	11	"Carry out dialogue with stakeholders by providing appropriate information in a timely manner"	Promote dialogue with shareholders and investors using appropriate financial and non-financial information with consideration given toward ESG*
	12	"Provide a work environment that focuses on respect for human rights and work-life balance, and promote HR training and diversity"	Promote the active role of women and global HR training in order to achieve diversity and inclusion
			Promote initiatives conducted in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, including promoting acquisition of childcare leave and reducing overtime, etc.
			Promote work-style innovations and workplaces that offer work-life balance where employees can work enthusiastically and efficiently
	13	"Maintain a safe and secure work environment that is free of accidents and work-related disasters"	Implement business operations balanced in terms of investments for generating stable earnings and future growth
			Promote initiatives for preventing accidents and disasters
	14	"Secure stable earnings as a corporate group with growth potential"	Implement business operations balanced in terms of investments for generating stable earnings and future growth
15	"Maintain business continuity even during an emergency"	Implement BCP training targeting the Safety Systems Business and periodically review the BCP manual	
16	"Instill CSR management throughout the group and continue to fully implement compliance"	Continue to implement CSR and compliance training, which includes training for employees of the Group companies	
		Comply with local laws in each country/region, and quickly and properly address legal revisions	
17	Fortify corporate governance throughout the group	Enhance the quality of the governance system by continuing to implement assessments of the effectiveness of the Board of Directors, internal control, risk management and internal audits	
		Reinforce the corporate information management system by improving IT literacy and security literacy	