

## Stakeholder Engagement

### Policy and Basic Approach

The Nippon Kayaku Group is aiming to be a company which delivers both happiness and delight to all stakeholders: our employees, customers, suppliers, shareholders, investors and local communities. We value our conversations with stakeholders, taking advantage of various opportunities and communication tools to conduct appropriate information disclosure and two-way exchanges in order to improve our business operations. Through fulfilling stakeholder expectations and demands are we contributing to wider society through our business activities.

> [Multi-Stakeholder Basic Policy \(Japanese\)](#)

### Stakeholders of the Nippon Kayaku Group



Stakeholders	Outline of Initiatives	Method of Communication
<b>Our employees</b>	We believe that "people" are the nucleus of our corporate activities. Through respecting the human rights of each and every employee, and striving to provide a reassuring working environment, we aim to become a company which allows its "people" to really feel their own personal development amid the rewarding nature of their work.	<ul style="list-style-type: none"> <li>Talent management system</li> <li><a href="#">Engagement survey set-up</a></li> <li><a href="#">Compliance awareness survey</a>, Stress check survey</li> <li>In-house publications</li> <li><a href="#">Compliance hotline</a></li> <li><a href="#">Agreements with labor unions</a></li> </ul>
<b>Our customers</b>	Through pursuing high product quality, and supplying the best socially and environmentally-conscious products, technologies and services, do we strive to gain the satisfaction and trust of our valued customers: <ul style="list-style-type: none"> <li>Automobile module manufacturers, Optical material users</li> <li>Users of resins, dyes and catalyst materials</li> <li>Medical personnel, Patients</li> <li>Agrochemical manufacturers, wholesalers and retailers; agricultural cooperatives</li> </ul>	<ul style="list-style-type: none"> <li>Ascertaining of needs through sales activities</li> <li>Refinement/improvement of products and services</li> <li>Plant field trips</li> <li><a href="#">Publication of information online</a></li> <li>Providing safety guidance on agrochemical use and advice on pest control methods</li> </ul>
<b>Our suppliers</b>	From R&D right the way through to raw material procurement, manufacturing, sales and distribution, we are working with all our supply chain partners to respect human rights and promote environmental conservation, workplace safety & health, compliance matters and sustainable purchasing (including fair trade considerations).	<ul style="list-style-type: none"> <li>Information exchange through visits, web chats, and everyday business conversations</li> <li><a href="#">Sustainable Procurement Survey</a></li> <li><a href="#">Procurement Seminars</a></li> </ul>
<b>Our shareholders and investors</b>	Having fixed our disclosure policy, we are presenting all shareholders and investors with timely, honest and impartial information so that they may appropriately understand our business situation and various business initiatives.	<ul style="list-style-type: none"> <li><a href="#">Financial results briefings</a></li> <li><a href="#">General Meetings of Shareholders (AGM)</a></li> <li><a href="#">Telephone conferences</a></li> <li>1-on-1 meetings</li> <li>Presenting information via <a href="#">our website</a> and <a href="#">integrated reports</a></li> </ul>
<b>Local communities</b>	From our various bases across the world do we serve as active members of local communities, not only through CSR work, but through next-generation development support and information exchanges with local authorities. We are hence contributing to sustainable development through enhancing the robustness of the local communities we serve.	<ul style="list-style-type: none"> <li><a href="#">CSR activities (plant festivals, street cleaning)</a></li> <li><a href="#">Welcoming visitors for plant field trips</a></li> <li><a href="#">Next-generation training support</a></li> <li><a href="#">Information exchange with local authorities</a></li> </ul>

## Links with Local Communities

The Nippon Kayaku Group, via its various business locations, has tied up a multitude of agreements with local governments and regions. By respecting various environmental agreements and making efforts to lower our environmental burden are we contributing to the safety and reassurance of the local communities concerned.

### Key local agreements signed by Nippon Kayaku

Workplace	Agreement Title	Co-signatory
Safety Head Plant (Himeji)	Memorandum on Wastewater Management	Himeji City
	Local Fire Brigade Partner	Himeji City Fire Department
Fukuyama Plant	Agreement on Pollution Control	Hiroshima Prefecture, Fukuyama City
Asa Plant	Agreement on Water Pollution Control	Yamaguchi Prefecture Fishing Cooperative
	Agreement on Environmental Safety	Sanyo-onoda City
Tokyo Plant	Green Agreement	Adachi Ward
	Joint-Agreement on the Establishment of a Committee to deal with Colored Wastewater Issues	Bureau of Sewerage Tokyo Metropolitan Government 2nd Management Office
	Agreement on Mutual Disaster Support	Adachi Ward Shinden Residents' Association, Shinden 1-chome Estate Residents' Association
	Agreement on Locations of Sheds Housing Small Pumps for Civilian Use	Senju Fire Department
Takasaki Plant	Company Fire Brigade Cooperation Agreement	Takasaki City Fire Department, and fire departments in the wider region
Kashima Plant	Agreement on Pollution Control	Ibaraki Prefecture, Kashima City, Kamisu City
Tokyo R&D Administration Office	Sea Rescue Activity Cooperation Agreement	
	Agreement with the Akabane Ward Council on Mutual Support for Disaster Prevention in Dangerous Buildings	Tokyo Fire Department Akabane Branch