

Human Rights and Equal Opportunities

The Hitachi Chemical Group respects human rights and the personal qualities of our employees and all the people doing business with us. We make various efforts to keep our work sites free from any kinds of discrimination.

Respecting Personal Differences and Prohibiting from Discrimination

The Hitachi Chemical Group has been working to create a safe and comfortable work environment and striving to keep the environment where human rights are respected. To achieve this goal, we provide employees with opportunities to learn to respect each other's differences and make efforts and cooperate to create discrimination-free work sites.

The Hitachi Chemical Group does not allow any types of child labor or forced or obligated labor.

Understanding Diversity

We employ and recruit people with diverse backgrounds solely based on their knowledge and skills. We do not make any distinction as to race, sex, nationality, physical difference, religions, birth place, personal history, or academic background, etc.

Providing Various Support Systems

The Hitachi Chemical Group is making its efforts to improve working conditions so that they are suitable for every employee to balance their life between work and family. When they need to spend more time for families at home, many employees satisfy their desire to maintain their jobs by using various support systems, including extended leave, shorter working hours, working from home, and a reemployment system.

Preventing Sexual Harassment

Sexual harassment not only damages the dignity of a person but also has a highly adverse impact on the victim's professional performance. It is a serious issue also for the corporation, for it disrupts the order of the work place and gives the company a bad reputation in society. The Hitachi Chemical Group uses the Guidelines on Corporate Ethics to disseminate knowledge about this issue and to raise the awareness of every employee in order to prevent sexual harassment. In addition, consultants and a complaint processing committee are assigned in each work site to ensure a rapid and appropriate response when needed.

Gender Equality

We believe that human resources management should be made according to the will and skills of employees, regardless of their gender. We have made necessary changes to our systems so that female workers can have an equal chance in career advancement.

Equal Opportunities for People with Disabilities

People with disabilities who have intention to work should have equal opportunities to participate in social activities. The Hitachi Chemical Group strives to increase their chances to join the labor force and expand into other job categories. To support successful job applications and performance at work, we willingly provide training to these people before they start their career. After they enter one of the group companies, we make the necessary adaptations to office conditions to support their work performance.

These efforts have resulted in a high rate of employees with disabilities among the total number of employees at Hitachi Chemical. In 2003, the rate was 1.99% in Hitachi Chemical while the national average was 1.48%. The employment rate of persons with disabilities by law is 1.80%.

■ Employees with disabilities among the total number of employees in 2003

