

Compliance

Our concept of “compliance”

The term “compliance” or to “comply” is generally used to mean to “comply with legal regulations.” At the Hitachi Chemical Group, we interpret this term with a broader meaning: to comply with our Standards of Corporate Conduct when making decisions, and acting as a corporation that is a responsible member of society. By enhancing “Compliance”, we intend to be a trustworthy member of society continuously.

Expanding the whistle-blowing system to the whole Group

In April 2005, the Hitachi Chemical Group revised the complaint/consultation system. The Group established the “Hitachi Chemical Group Hotline,” a whistle-blowing system for all group employees.

In case of suffering from or finding behavior violating laws or corporate ethics, he/she will be able to contact and report to the “Hotline” at any time. This system designed to take corrective action against violation of laws and corporate ethics at the earliest stage.

CSR Guidebook was published

Hitachi Chemical published the Corporate Ethics Guidebook in 1998 and distributed to all employees as a guideline.

In April 2005, the Corporate Ethics Guidebook was totally revised to enhance the fields of environmental and social issues, in addition to compliance; and the “CSR Guidebook” covering the Hitachi Chemical Group was published. The guidebook was distributed to all group employees as a guideline for CSR activity promotion, and it is also used as a textbook in education for compliance.



Employees’ Attitude Survey

Hitachi Chemical conducted an employees’ attitude survey targeting all employees in July and August 2004. The survey is designed to grasp the levels of employees’ awareness of CSR and compliance as well as satisfaction. Responses were obtained from 2,101 employees or 51% of the survey object. The survey results indicate that awareness of CSR is growing. Hitachi Chemical will conduct similar surveys every two years and utilize the results in its CSR education or other opportunities.

“Feedback Channel” The Whistle-Blowing of Hitachi Chemical (Singapore) Pte. Ltd.

Hitachi Chemical (Singapore) Pte. Ltd. has started operation of a whistle-blowing system named “Feedback Channel” since January 2005. In case of suffering from or finding behavior violating laws or corporate ethics, he/she will be able to contact or report to the system. The report will be accepted via the Internet, the Feedback Box placed in employee canteens of factories or the postal service. The reported matter will be strictly examined in the survey committee whether to take countermeasures. The results of the examinations are disclosed every three months.



Hitachi Chemical Group Hotline

