

Creating a Vibrant, Safe and Healthy Working Environment Responsibility to Employees

Human resource development guidelines

← P5 CSR Policy 47

The Hitachi Chemical Group has set a guideline for human resource development. This guideline provides a five-point summary of desirable employee characteristics for accomplishing the Group's corporate vision.

We not only treat employees in accordance with the laws of each country or region, we also strive to conduct fair hiring practices, provide appropriate working conditions and create a working environment in which employees can do their jobs with enthusiasm while fully realizing their potential.

Respect for human rights

← P5 CSR Policy 47

● Implementation of human rights education

Sustainable corporate development requires respect for human rights and the personality of each employee as well as the creation of a corporate culture that allows workers to freely demonstrate their individuality and creativity.

Based on this stance, the Hitachi Chemical Group promotes training on human rights, and in 2006, we conducted training for managers and new employees.

● Prevention of harassment

We develop educational activities using the Hitachi Chemical Group CSR Guidebook (see p. 8) to prevent sexual and moral harassment.

Sexual Harassment Consultants and Complaint Processing Committees are set up at each business site as part of a system for responding promptly and appropriately to incidents of harassment. Consultations and reports are also accepted through the Group Hot-line (see p. 9). Managers receive training on preventing harassment.

Encouraging career development for a diverse workforce

← P5 CSR Policy 7

● Global promotion of diversity in human resources

The Hitachi Chemical Group is globalizing its business to realize its corporate vision of leading the creation of new and innovative value throughout the world.

This requires hiring and training outstanding human

Female Employee Encouragement Project

In 2006, Hitachi Chemical launched the "Female Employee Encouragement Project" to improve the working environment for female employees.

A seminar was held in August 2006 to raise the awareness of senior management and employees, and related articles were published in the corporate newsletter.

Female Employee Meetings were also held at each business site to understand the current situation and to raise awareness among women as well. To respond to requests for

information on corporate measures for promoting the careers of female employees and the expressed need for a place to exchange and communicate opinions that commonly emerged at these meetings, a Female Employee Cheer Site with a bulletin board was opened on the intranet to introduce measures undertaken by the Company.

The entire Company, from top management and senior managers to each individual employee, is promoting these activities to create an

environment in which diverse human resources can freely demonstrate their potential.



Female Employee Cheer intranet site