

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

### Support for balancing work and private life

#### ← P5 CSR Policy 7

The Hitachi Chemical Group has established a system for supporting employees in balancing work and private life.

Childcare leave can be taken up to the end of March following a child's first birthday. Employees can choose reduced working hours until the child reaches the third year of elementary school, and we also offer a re-employment program for former employees who have resigned due to childcare and nursing needs, or the relocation of their spouse. In addition, we have telecommuting programs that support childcare and nursing, exemption from late-night work and reduced overtime.

These programs are presented in easy-to-understand terms on our intranet, but we still intend to encourage employees to make more use of them.

### Communication with employees

#### ← P5 CSR Policy 3, 7

The Hitachi Chemical Group believes the key to solving problems faced by employees lies in the

workplace, which is also where they feel a sense of fulfillment. To respond promptly and appropriately to their problems, we promote communication between management and employees as well as among employees.

Hitachi Chemical's intranet includes a site where top management can directly explain management policies, as well as a consultation service and a bulletin board. We also launched a CSR Workshop Discussion with Future Leaders and Female Employee Meetings (see p. 19) starting in 2006.

### Employee survey

#### ← P5 CSR Policy 3, 4

In August 2006, Hitachi Chemical conducted an Employee Survey (see p. 8) involving all 4,100 employees to gauge the level of satisfaction at work and awareness of compliance.

We plan to conduct similar surveys every two years and reflect the results in creating a working environment that leads to higher motivation.

### Incorporating employee ideas to enhance the level of CSR activities

Hitachi Chemical held a CSR Workshop Discussion with Future Leaders at seven sites with the goal of incorporating the interests of young and mid-level employees in CSR activities toward sustainable development. A total of 146 employees participated.

Prominent in these small discussion groups was the call for revitalizing communication both inside and outside the Company to pursue customer satisfaction and create a

positive working environment that serves as the basis of these efforts. In response, opinions expressed in these groups have been incorporated into the CSR Action Plan for 2007, and we will consider ways for implementing specific proposals.

Hitachi Chemical will continue to listen to the voices of its employees.



CSR Workshop Discussion held at Hitachi Chemical's Yamazaki Works