

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

Respect for human rights

← P12 CSR Policy 4 7

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 has been promoting human rights education in Japan and offered training for managers and new employees in 2007.

Overseas, we strive to comply with local regulations in accordance with the central labor standards of the ILO*, including protecting freedom of association and the right to collective bargaining; prohibiting forced labor; abolishing child labor; and eliminating discrimination in hiring and employment practices.

* ILO: International Labour Organization. This is a United Nations organ that provides recommendations and guidance to governments on improving working conditions and enhancing social welfare

Promotion and support of diverse human resources

← P12 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 in the creation of new

and innovative value throughout the world.

This requires hiring and training outstanding human resources representing various ways of thinking and backgrounds, regardless of nationality or gender. We are actively seeking diverse personnel across the Group, developing training systems for middle management at overseas affiliates and educating domestic employees to understand other cultures.

● Support for balancing work and private life

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

Starting in April 2008, we extended the period of childcare leave to the end of the child's first year of elementary school, and employees can now select to work reduced hours up to the time the child finishes sixth grade.

We also operate a re-employment program for former employees who had resigned due to childcare, family care needs or the relocation of their spouse; as well as telecommuting programs to support childcare and family care; exemptions from late-night work and reduced overtime.

We are developing new programs and periodically revising them, in addition to encouraging more employees to take advantage of these support programs by explaining them in simple terms on our intranet.

Corporate nursery supports employees in balancing their work and raising children

In April 2008, the Hitachi Chemical Group opened the Sakura Hiroba, an in-house nursery near the Yamazaki Works, as part of our efforts to support employees balance work and raising children.

The nursery's management is contracted to Pigeonhearts Corporation, which operates such services

nationwide, and it can accept up to 20 pre-school age children of employees at Group companies. In our effort to ensure employees with children can work with confidence, we also provide extended childcare, monthly childcare and temporary custody programs.

Sakura Hiroba corporate nursery



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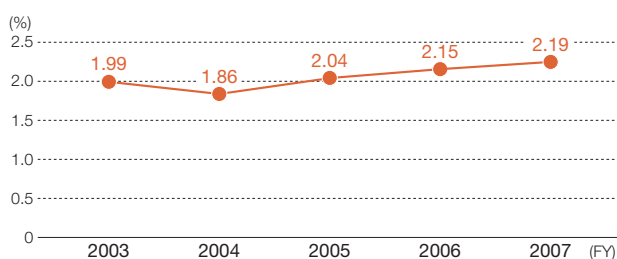
Responsibility to Employees

● Recruitment of persons with disabilities

The Hitachi Chemical Group is expanding the number of positions available for disabled employees and improving facilities to actively offer opportunities for social participation by disabled persons who are eager to work.

The ratio of disabled employees was 2.19% in 2007 and exceeded the legal employment rate on a non-consolidated basis. However, some Group companies have yet to achieve the legal rate, and we are exchanging information to promote employment Group-wide.

Ratio of employees with disabilities (Hitachi Chemical Co., Ltd.)



Enhancing employee capabilities and career development

← P12 CSR Policy 7

Hitachi Chemical provides various educational and training opportunities to support employees in enhancing their capabilities and skills.

Our company-wide training system is organized under two overarching categories—training by job level and by job

category—to clarify knowledge requirements based on each employee's level and category, along with educational offerings from which employees can freely choose. We also utilize e-learning so that employees may study at any time.

● Major training programs for enhancing capabilities and skills

Core training on *Monozukuri* (manufacturing)

This training program is intended to assist technical staff gain deeper knowledge of basic and important manufacturing technology. We seek to enhance manufacturing skills through courses on workflow, synthesis, blending and dispersion, basics on coating and visual inspection and image processing.



Core training on *Monozukuri*



Basic course for sales and marketing staff

This is a training program for newly hired sales personnel for improving business manners and communication skills. Skills are strengthened through role playing exercises that simulate actual sales situations and lectures on the ideal sales model.

FORUM activities by national staff to encourage self-motivated initiatives

Hitachi Chemical is creating an environment for further developing its Group business, including annual FORUM activities centered on management-level staff at overseas Group companies.

In 2007, our President and CEO explained to all forum participants the company's management principles and strategies. Workshops were then organized to discuss common themes

for the improvement of networking skills for national staff in overseas companies. By doing so, this will further encourage domestic staff in Japan to develop a global mindset to achieve common concrete action plans.

Hitachi Chemical actively supports communication and information sharing among staff from different nationalities and cultural backgrounds, and encourages independent initiatives.



FORUM