

Creating a Vibrant, Safe and Healthy Working Environment

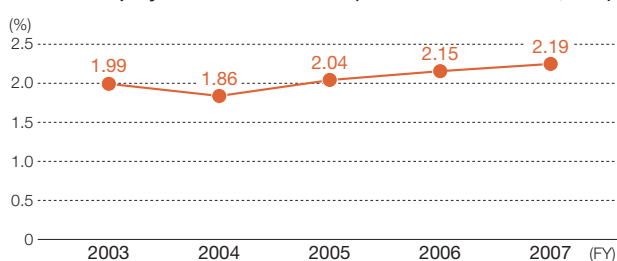
Responsibility to Employees

● 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