

Communication with employees

← P12 CSR Policy ③ ⑦

● CSR Workshop Discussions

Hitachi Chemical holds regular CSR Workshop Discussions to raise the level of our CSR activities by incorporating the feedback of young and middle-level employees.

In fiscal 2007, we extended this activity to Group companies and held discussions in December and February at the Saitama Works and Tokyo Head Office of Shin-Kobe Electric Machinery Co., Ltd., respectively. Each workshop was attended by around 20 employees, who offered their solutions for sustainable development.



CSR Workshop Discussion held at Shin-Kobe Electric Machinery's Saitama Works

● Employee survey

Hitachi Chemical has been conducting employee surveys every other year since 2006, involving all employees in gauging the level of satisfaction at work.

We plan to continue these surveys and apply the results to create a more motivating work environment.

Prevention of harassment

← P12 CSR Policy ⑦

We develop educational activities using the *Hitachi Chemical Group CSR Guidebook* to prevent sexual and moral harassment (see p. 16). We provide guidance to managers during training sessions on preventing harassment.

Sexual Harassment Consultants and Complaint

Processing Committees have been 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 Hotline (see p. 16–17).

Occupational safety and health

← P12 CSR Policy ⑦

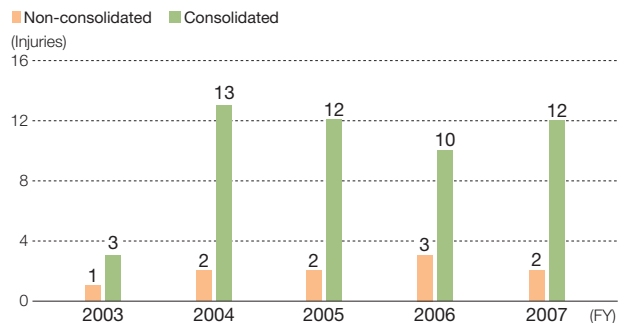
● Measures for occupational safety and health

The Hitachi Chemical Group is actively involved in preventing occupational accidents and in maintaining and improving employees' health to create a safe and comfortable working environment.

In our domestic operations, Safety and Health Committees comprising company physicians, and health supervisors along with members of management and labor unions have been arranged at each business site to implement measures for securing the safety and health of employees and for maintaining their physical and mental health.

To increase the effectiveness of measures for preventing occupational accidents, we are also seeking to obtain OHSAS 18001* certification and to firmly establish these standards. As of January 2008, two business sites have obtained certification, and we intend to expand this to other sites. We are working to reduce the risk of accidents and disasters by identifying sources of danger and formulating improvement plans based on OHSAS 18001 and risk

Number of lost-workday injuries



assessment and by combining the “Hiyari-Hatto” (Near-miss) program and risk prevention training.

An our overseas business sites, we comply with relevant national regulations and implement measures similar to those at our domestic business sites.

* OHSAS 18001: International standards for occupational safety and health.

● **Implementing safety audits**

The Hitachi Chemical Group conducts annual environmental safety audits at each domestic business site. An audit team composed of staff from other sites is organized according to the size of the site being audited. The team checks the effectiveness of the safety management system by reviewing documentation and conducting on-site audits and provides guidance for improvement.

Overseas, we are conducting Environmental Safety Mutual Audits between the Southeast Asian Block and the Chinese Block every year in order to maintain and improve occupational safety and health.

● **Promoting occupational safety and health education**

The Hitachi Chemical Group regularly conducts safety and health management training. Three programs are offered according to position level: a Basic Course, a Manager Course and a Supervisory Management Course.

The Checkpoints for Workplace Safety Audit, which identifies the checkpoints for each machine and equipment based on past examples of accidents, is used as the text in these training courses. We also prepared English and

Chinese language versions for training employees at overseas Group companies.

In July, we hold an annual company-wide Safety Presentation Workshop, attended primarily by managers and supervisors, to share information on promoting safety and health.

● **Conducting disaster drills**

Every year, comprehensive disaster prevention drills are conducted at each business site in May and November to review our disaster prevention management plans and safety facilities and to raise employee awareness of safety.

The Hitachi Chemical Group also maintains its own firefighting teams to provide emergency response in case of accidents and disasters. The teams regularly conduct drills ensuring rapid response to emergencies.

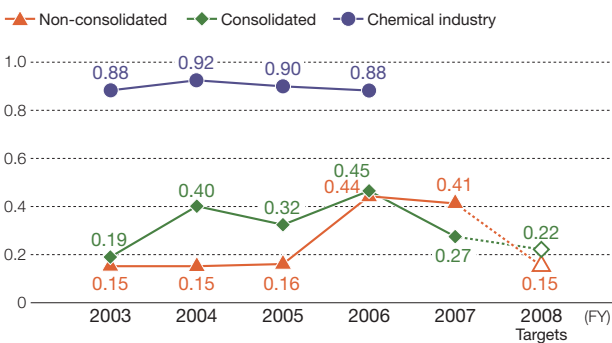
● **Physical and mental healthcare**

The Hitachi Chemical Group provides health checkups for employees at least once a year. The Group sponsors lectures by experts and interviews with company physicians at each business site to ensure that employees remain mentally as well as physically fit and encourages active communication among employees.

We provide advice on health concerns by telephone to employees and members of their families covered by the health insurance union.

As part of health management, we also offer yoga classes and hold walking events.

Frequency rate



Severity rate

