

Responsibility to Employees

Respect for human rights

P16 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 continued to offer training for managers and new employees in fiscal 2008.

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

P16 CSR Policy 7

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. As a corporate group engaged in global operations, the Hitachi Chemical Group respects the diverse values held by its employees, regardless of nationality or gender, and intends to create a multicultural organization that takes advantage of differences to generate positive synergies.

● Promoting understanding of diversity of human resources

The Hitachi Chemical Group began offering diversity e-learning courses in fiscal 2008 to encourage deeper understanding of diversity and to cultivate a corporate culture in which human resources with diverse backgrounds can fully demonstrate their abilities. The courses were taken by 88% of all Group employees. We will continue to enhance the understanding of diversity through the courses in fiscal 2009, primarily with new employees.

We also launched a mentoring program for female employees, who constitute the largest minority across the Group. The program is designed to support the long-term, independent career development of female employees, who tend to lack accessible role models and often experience their scope of communication as being limited to their own divisions. Participants benefit from exchanges with Executive Officers and senior managers who serve as their mentors in addition to on-the-job training from their direct supervisors. Another goal of the program is to help Executive Officers and senior managers understand the diversity of our employees and enhance their own communication skills. The second year of the program began in April 2009 with the participation of 24 employee/mentor pairs.

● Global promotion of diversity in human resources

The Hitachi Chemical Group believes in the importance of hiring and training outstanding human resources representing various ways of thinking and backgrounds, regardless of nationality or gender, who are capable of responding quickly and flexibly from a global perspective to changes in the business environment.

Based on this conviction, we are actively engaged in discovering human resources across corporate boundaries within the Group, establishing a training system for local managers at overseas business sites, and conducting training to raise cross-cultural awareness among domestic employees.