

## Winning the grand prize in Ibaraki Prefecture's Awards for Childcare Supporting Companies

In January 2009, Hitachi Chemical's Yamazaki Works and Hitachi Chemical Techno Service Co., Ltd. received the grand prize in the Support for Balancing Work and Childcare Section of the Childcare Supporting Companies Awards organized by Ibaraki Prefecture. The prize is awarded to companies that are leading in these areas through innovative efforts, such as by introducing childcare programs that exceed legal requirements for childcare and family leave.



Receiving the award from the Governor of Ibaraki

In April 2008, Hitachi Chemical's Yamazaki Works and Hitachi Chemical Techno Service opened Sakura Hiroba, an in-house nursery near the Yamazaki Works, as part of our group-wide efforts to support employees balance work and raising children. The Hitachi Chemical Group is also promoting various programs, including childcare leave, reduced work hours, telecommuting and benefits for employees raising children. The award recognizes our efforts in this series of programs.

Encouraged by the award, the Hitachi Chemical Group will further reinforce its efforts to develop a lively environment in which diverse human resources can pursue their careers.

## Enhancing employee capabilities and career development

### P16 CSR Policy 7

Hitachi Chemical focuses on on-the-job training as the core of its employee training and provides additional programs to supplement learning that cannot be gained through this type of training alone, thereby supporting employees in enhancing their capabilities and skills and encouraging self-development.

In our training programs, knowledge requirements for each job level and job category are defined in the curriculum, and we also offer other types of training from which employees can choose.

## Employee survey

### P16 CSR Policy 7

Hitachi Chemical conducted a second employee survey in July 2008, involving all employees (approximately 4,300), following the first survey in 2006. The survey primarily focuses on the levels of work satisfaction and overall stress at the workplace. Results revealed the Company's strengths and weaknesses as well as challenges for the future.

We plan to continue these surveys every other year and apply the results to create a more motivating work environment and corporate climate.

## Prevention of harassment

### P16 CSR Policy 7

We develop educational activities using the Hitachi Chemical Group CSR Guidebook to prevent sexual and moral harassment (see p. 22). 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. 22).