

Activity Report for FY2007

(1) Human Rights

- Established a consultation desk that employees can use, and a system to enable them to consult external lawyers, for the prevention of sexual harassment;
- Responded to the declaration of the previous year that the Corporation will not answer unreasonable demands from anti-social forces (gangsters, etc.), and endeavored to inform employees of how to respond to various situations, by referring to actual cases not simply developing or distributing response manuals;
- Established and maintained the “Re-employment Program” that enables employees to continue working after reaching mandatory retirement age.

(2) Work

- Endeavored to inform employees of knowledge and countermeasures by holding seminars on mental health for employees in managerial positions;
- Implemented the “Evaluator Seminar” twice in the year for improving operational aspects of management by an objective program and for enhancing awareness of techniques for interviewing subordinates and of the duties of management;
- Ran the Amita School again continuing from the previous year where officers and employees pass on their specialties, work-related knowledge and views on work to younger employees. A total of 15 courses on professional knowledge, accounting, and PC skills that can be studied in one’s own section are available.
- Held the Creation Project again continuing from the previous year to help employees gather their thoughts. This year, the Creation Project was divided into an idea unit (work improvement proposal) and business planning unit (business model proposal), and a total of 101 entries were received. After document screening and a presentation forum, funding was granted to 11 proposals.
- To improve safety and health control in the workplace, an industrial counselor was appointed. Key point diagnoses and personnel affairs interviews are conducted at manufacturing plants to identify problems and develop countermeasures.
- Reduced working hours to improve both work and private life and live an affluent lifestyle physically and mentally. Also, introduced a monthly shift working system in some divisions, to effectively reduce working hours.

(3) Environment

- Tackled the global depletion of resources through the MSC and FSC Authentication Project by expanding the number of customers.
- Bought out Nikka Sumieito Co., Ltd. and established Ibaragi Resource Recycling Plant. This plant is a key station for recycling industrial wastes in the Kanto area.

- The MSC Authentication Project received the Examiners' Special Award in the 9th Green Purchasing Award organized by the Green Purchasing Network.
- Started the Environmental CSR Producer Cultivation Seminar in addition to existing seminars on waste, and held educational seminars for cultivating corporate CSR experts to make external parties aware of CSR.
- Started the Environmental Solution Human Resources Dispatch Service utilizing the experience, knowledge and know-how cultivated as a comprehensive environmental solution company, and trained and dispatched skilled environment professionals to companies. Registered human resources in the Company, provided professional training and dispatched human resources to deliver environmental solutions that meet the requirements of companies.
- Agreed with the education program and research policy of the sustainability study, which Osaka University implemented for the first time in Asia using the network of the sustainability study coordination research mechanism, and actively participated in joint research implemented at the Sustainability Design On-site Research Center with Osaka University, which is the core member.
- Held "Cool the Earth Idea Contest" by the Eco Industry Creation Council, for which Amita serves as the secretariat, to gather ideas on ways to reduce CO₂ and the greenhouse effect to help keep the earth cool.
- Started a new forest value creating project at an unused forest adjacent to the Kyo-tango renewable resource plant, including the introduction of a forest dairy farming method involving natural pasturage.
- Held a workshop within the "Ranch in Forest", inviting people to promote exchanges with local residents and creating opportunity to spread the forest dairy type of natural pasturage farming.
- Started ASP services for monitoring industrial waste disposal vendors to reduce their administrative workload and ensure full compliance with waste controls at low cost.

(4) Prevention of corruption

- Developed internal control procedures in preparation for the J-SOX Law, which will come into force from fiscal 2009.
- Implemented compliance checks throughout the company, monitored the awareness of employees and informed them.
- Following a fire at the Ibaragi renewable resource plant, established an accident countermeasures headquarters and made every effort to prevent a recurrence.