

## 【Message from the President】

### Participation in the UN Global Compact

On 26th January 2012, Nippon Chemi-Con Corporation expressed the support and officially joined UN Global Compact.


As one of business associations in UN Global Compact, Nippon Chemi-Con Corporation will continuously improve CSR through our daily business activities by taking in the 10 principles of the UN Global Compact.

Ikuo Uchiyama President

## 【Charter of Corporate Behavior】

Nippon Chemi-Con Group does not only pursue proper profits through justice, transparency and free trade but offer reward to public. According to CSR, social contribution is one of the targets as running business. We define 9 principles which an entrepreneur and employees should share, and they open to the public on a homepage as follows.

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## Compliance

### Charter of Corporate Behavior

#### Nippon Chemi-Con Group Charter of Corporate Behavior

Nippon Chemi-Con Corporation and its affiliates (hereinafter collectively referred to as the "Nippon Chemi-Con Group" or the "group") hereby declare that the group companies engage in their business activities not only to pursue appropriate profits but also as a reliable corporate group that contributes broadly to society through fair, transparent and free business transactions under the following nine behavioral principles.

1. The Nippon Chemi-Con Group shall anticipate social needs and supply safe and socially beneficial goods and services to earn the confidence of its customers.
2. The Nippon Chemi-Con Group shall disclose its appropriate corporate information through increased contact with society, in addition to shareholders and customers.
3. The Nippon Chemi-Con Group shall maintain normal and proper relationships with political entities and government agencies, and promote active corporate activities under the economic rule of fair, transparent and free competition.
4. The Nippon Chemi-Con Group shall proactively commit itself to the preservation of global environments toward the goal of realizing a society where environments and people coexist.
5. The Nippon Chemi-Con Group shall support social contribution activities that are entrenched in local communities and actively contribute to the creation of a more peaceful society.
6. The Nippon Chemi-Con Group shall respect the culture and customs of other nations and strive to manage overseas activities, from a global viewpoint, to contribute to the development of local communities.
7. The Nippon Chemi-Con Group shall maximally work to develop the self-esteem of its employees and to keep the worksite safe and orderly.
8. The Nippon Chemi-Con Group shall build up internal systems to promote awareness of this charter among all those concerned parties, and shall encourage the management executives of the respective group companies to put the spirit of this charter in practice.
9. Should any violation arise in challenge to the substance of the charter, the related management executives shall resolve the issue and strive to prevent recurrence of similar violations. Disciplinary actions shall be taken to those involved in the violation, including the highest levels of management where necessary.

## 【CSR Activities】

In 2014 version, ‘environmental report’ indicated that Nippon Chemi-Con Group have performed 4 areas: human rights, labor, the environment and anti-corruption.

# CSR活動の取り組みについて

## Efforts for CSR Activities

日本ケミコングループは、国連グローバル・コンパクトに参画する企業として、国連グローバル・コンパクトの4分野10原則の推進を図っています。

4分野の一つである「環境」の分野については、「環境と人にやさしい技術への貢献」を企業理念に事業活動と環境管理の両立を目指しています。具体的には、自然環境を豊かにするための植樹や、清掃活動への参加等によって、地域社会の環境保全の一端を担っています。

「労働」の分野については、法令遵守はもちろんのこと、従業員の健康管理を充実させるなどよりよい労働環境の維持・向上に努めています。

他方、「コンプライアンス」分野については、従業員へのさらなる啓蒙・教育活動が必要であると認識しており、各階層別のコンプライアンス研修を充実させるなど、具体的な改善策を策定し、グループ全体でのCSRに関する取り組みを強化していきます。

The Nippon Chemi-Con Group is a business participant in the UN Global Compact. The Group has been striving to promote the ten principles in the four areas of the UN Global Compact.

Regarding “environment,” which is one of the four areas in the UN Global Compact, the Group has been seeking to align its business operations and environmental management under the corporate philosophy of “Contribution to the technology with attention to environment and people.” In particular, the Group has been participating in tree planting activities to enrich natural environments and cleaning activities, to preserve the environment in local communities.

In the “labor” area, the Group has been striving to improve work environments, besides legal compliance as a matter of course, by enhancing health care of employees, for example.

Meanwhile, the Group is aware that it needs further efforts for enlightenment and education of employees on the “compliance” area.

The Nippon Chemi-Con will strive to reinforce its group-wide efforts for CSR by introducing practical improvement measures including enhancement of job rank-based trainings of employees on compliance.