

Management
CSR Management

CSR Report 2015

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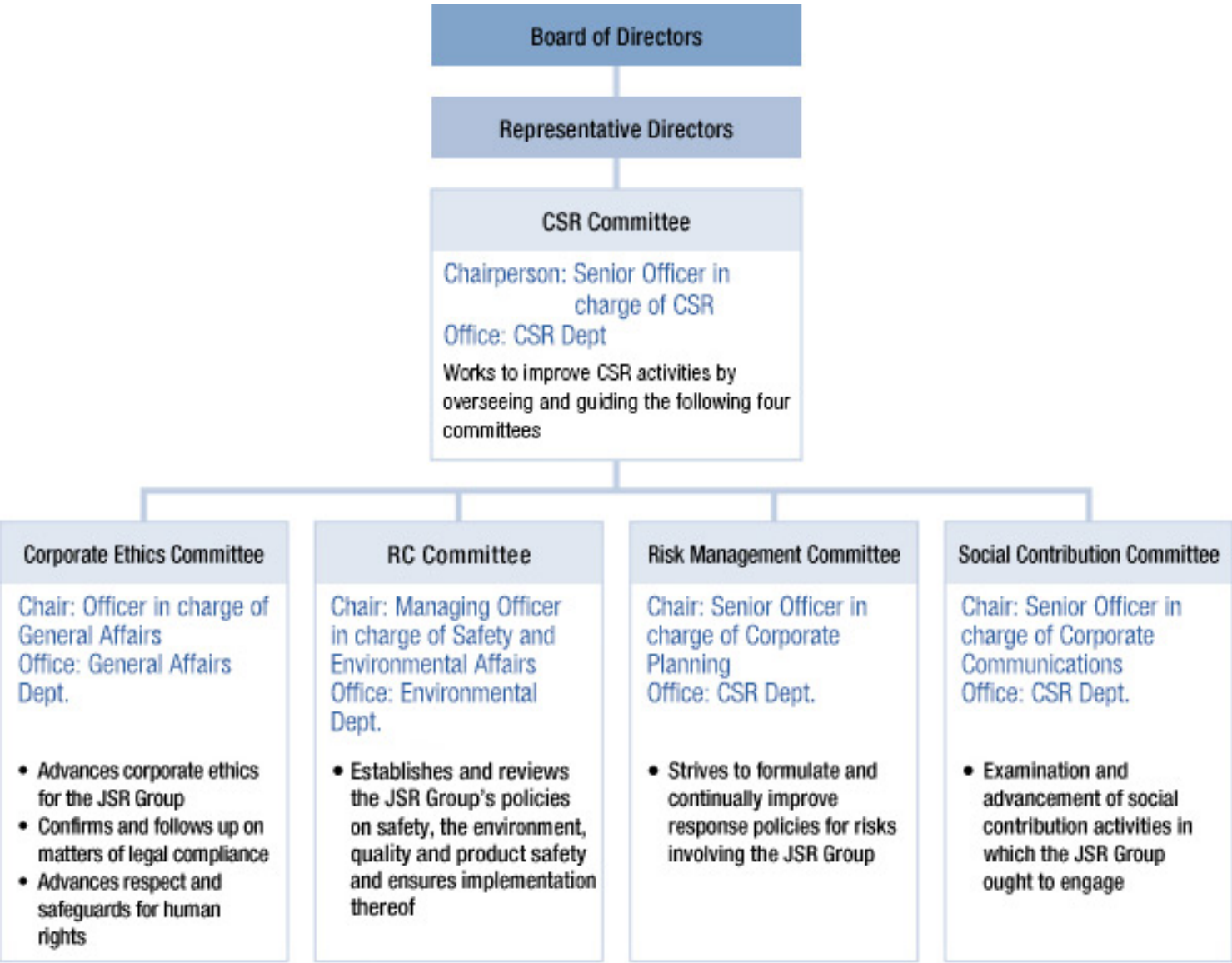
Compliance →

The mission and raison d'être of the JSR Group is to create value through materials to enrich society, people and the environment. The JSR Group Corporate Social Responsibility (CSR) is the criteria by which our business activities are evaluated as we progress towards actualization of the corporate mission "Materials Innovation." Fulfilling our CSR is, therefore, a management priority issue.

CSR Structure

The JSR Group's CSR initiatives are promoted under the leadership of the CSR Committee and four specialized committees: the Corporate Ethics Committee, which works to establish ethical corporate behavior and step up compliance; the Responsible Care (RC) Committee, which promotes sustainability by advancing "responsible care;" the Risk Management Committee, which seeks to further improve risk management systems; and the Social Contribution

Committee, which decides and promotes social contribution activities to be undertaken by the JSR Group. The CSR Department is also in place to support implementation of the initiatives.



Risk Management	→
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JSR Group CSR Priority Issues (Materiality) Safety and Disaster Prevention	→
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The JSR Group Principles of Corporate Ethics

The JSR Group Principles of Corporate Ethics stipulate our corporate code of conduct necessary for fulfilling all responsibilities to our stakeholders that are clarified as part of our management policies, specifically "Responsibility to our Customers/Business Partners," "Responsibility to our Employees," "Responsibility to Society," and "Responsibility to Shareholders."

- [The JSR Group Principles of Corporate Ethics](#)

■ Basic Approach to Workplace Safety, the Environment, Quality, and Product Safety

- **Workplace Safety** : Continue our record of accident- and disaster-free operations, ensuring the safety of our employees and the local community, as we coexist with society.
- **Environment** : Reduce environmental impact throughout our entire business cycle, from product development to product disposal, doing our part to preserve the environment.
- **Quality** : Offer quality products and services that both meet customer requirements and ensure user safety.
- **Product Safety** : Verify safety at all stages, from raw materials to finished product, protecting the health and property of all individuals involved.

■ Basic Approach to Risk Management

- Our Group believes that preventing a major crisis from occurring and minimizing its

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influence on business activities is an important role of management. The Group has established a Risk Management Committee, and actively pursues risk management activities.

■ Basic Approach to Social Contribution

- Our Corporate Mission dictates that we make a contribution to society through our business activities. Further, as a responsible member of society, we are actively engaged in providing solutions to society's needs and issues.
- We are continuously engaged in positive social contribution activities, capitalizing on our "chemical/technological" knowledge and skills that form the core of the JSR business.
- Every employee is a point of contact between the Company and society. We actively support our employees in their voluntary participation in social contribution activities.

■ Participating in the United Nations Global Compact

On April 14, 2009, the JSR Group became a participant in the United Nations Global Compact. Amidst increasing pressure for corporate social responsibility, businesses operating on a global level need to make a greater commitment to human rights, labor, the environment and anti-corruption, as expressed in the ten principles of the Global Compact.

The JSR Group considers its participation in the Global Compact to be a proclamation of its dedication to acting responsibly in the international community and to work even harder to fulfill our corporate social responsibility.



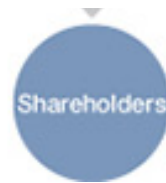
The Ten Principles (United Nations Global Compact)

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.
- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.
- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.
- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Key Stakeholders Involved with the JSR Group

Based on the understanding that everything begins from society's expectations, JSR emphasizes dialogue with stakeholders to avoid making self-serving decisions.





■ Management Policy-Responsibility to our stakeholders

Responsibility to Our Customers / Business Partners

When interacting with our business partners and customers, the JSR Group will:

- Constantly evolve to meet the demand for new materials
- Always strive to increase customer satisfaction
- Act in good faith and maintain fair and equitable business relations
- Continue to be socially and environmentally conscious throughout the supply chain

Responsibility to Our Employees

All employees should expect:

- To be evaluated and rewarded based on fair standards
- Continuous opportunities to grow by challenging themselves
- Acceptance of the diversity of fellow colleagues and to be provided a place where all employees can work together as a team

Responsibility to Society

All members of the JSR Group will honor our responsibility to both the local and global communities through:

- Responsible and respectful business practices (Responsible Care) that considers the environment and safety
- Support for environmental conservation by providing eco-friendly products
- Reduction of our environmental impact throughout the entire product lifecycle
- Active contribution to conserving biodiversity throughout its business activities and the entire product lifecycle

Responsibility to Shareholders

The JSR Group will maintain its responsibility to its shareholders by:

- Aiming to increase corporate value by creating business opportunities through materials
- Constantly enhancing its management efficiencies
- Inspiring trust by being highly transparent and conducting sound corporate management practices

■ CSR Awareness-Raising Measures

JSR holds CSR Report Presentation meetings every year at each site for all domestic divisions, including Group companies. Each department reads the CSR reports to create CSR goals for the following year and analyze the impact of their department on society. The CSR Department analyzes the philosophies of each workplace and provides feedback to employees as part of their CSR activities.

