

ESG Initiatives

Nippon Chemi-Con incorporates ESG (environment, society, governance) into our corporate strategies to pursue sustainable growth. We outline activity goals and promote company-wide participation.



ESG Activities (Major activities/goals for FY2018)

	Core issues / Materiality	FY2018 major activities and goals	Related pages
E	Global environment conservation	Global warming prevention and energy conservation activities	P.37 P.39
		Appropriate management of chemical substances used by factories	P.37
		Management of chemical substances contained in the products (environmentally conscious products)	P.10 P.39
		Effective use of resources and waste reduction, promotion of 3Rs	P.37 P.39
		Continuous improvements based on environment management system (ISO14001)	Website CSR/Environment
		Biodiversity conservation activities	P.38
		Contributions to local society	P.40
		Compliance with environmental laws	P.10 Website CSR/Environment
		Development of energy-efficient products	Website CSR/Environment
S	HR/benefits	Overseas assignments via the global human resources development program (application based)	P.29
		Reflect results of employee awareness surveys in HR strategies	
		Adopt welcome back program (re hiring program)	Website Careers
	Worker health and safety	Enhance work time management system by establishing worker health and safety system	
		Reduce overtime to average 29 hours per worker per month	P.30
		Increase paid leave usage rate and childcare leave usage rate to 70% and higher	P.30
	Human resource development	Adopt mandatory rest between shifts	
		Continued implementation of healthy company activities	P.30
		Conduct position-specific training (15 times/year)	P.29
		Continue to offer Japan training program for overseas local workers	P.29
	Diversity	Continue implementing measures to maintain 5-year turnover rate of 12% or less for young employees	
		Proactive hiring of foreign students studying in Japan	P.29
		Increase rate of hiring for disabled workers to 2.5% or higher by 2020	P.29
		Conduct cross-segment training for female employees	
		Increase rate of female hiring to 30% or higher for technical and manufacturing positions and 40% or higher for sales and administrative positions	P.29
Social welfare	Increase number of female managers by 50% by 2020	P.29	
	Provide support such as vaccines and clothing to developing nations	P.28	
	Support wheelchair purchases	P.28	
G	Corporate governance	Increased participation in management by outside officers and creation of environment that promotes engagement	P.31 P.35
		Reflect results of internal controls efficacy evaluations on management	
		Compliance with basic policy on corporate governance	
		Constructive communication with shareholders (continue investor visits)	
	Risk management	Hold IR conferences (twice)	P.36
		Respond to EU GDPR (General Data Protection Regulation)	
		Regular BCP validation, reviews (head office, factories)	P.33
	Compliance	Reinforce information leak prevention (data center, thin client, internal audits, etc.)	P.33
		Systematic implementation of compliance education	P.31
		Continued participation in UN Global Compact (participating since 2012)	P.28
	Continue internal audits related to competition laws, export management, ethics, labor, and health and safety		