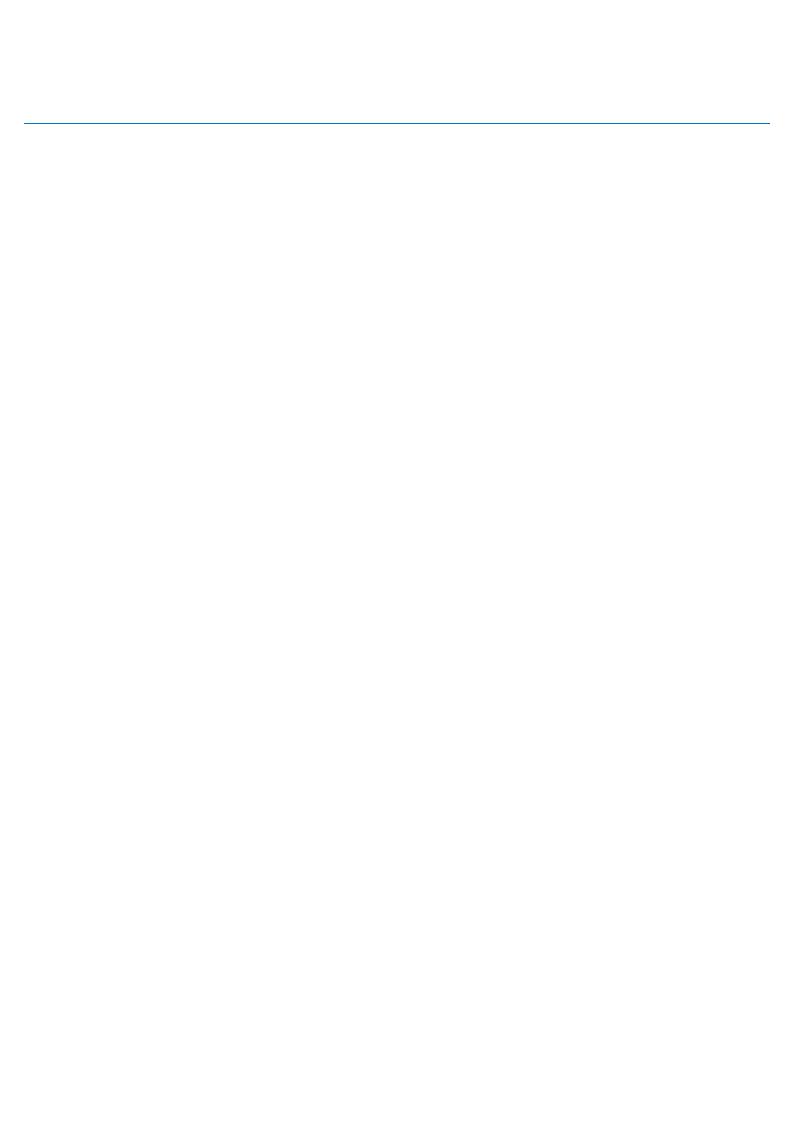
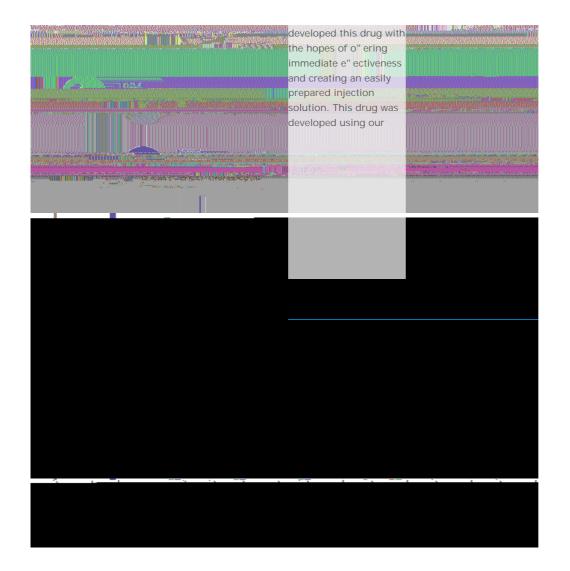


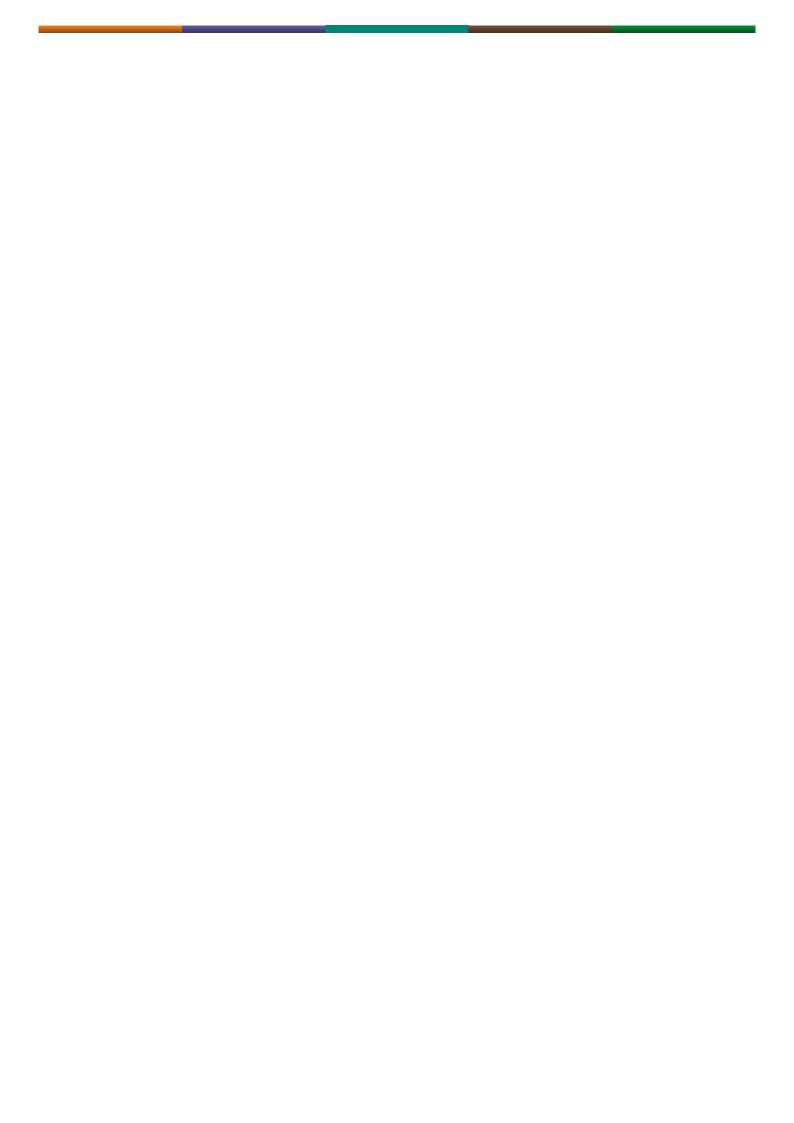
reached retirement.	

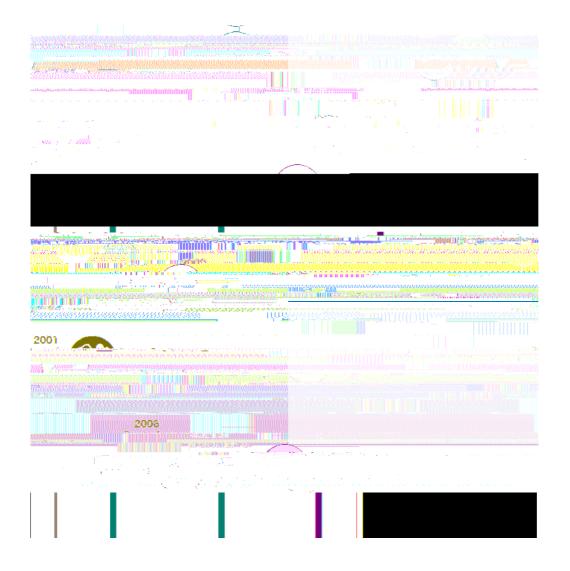






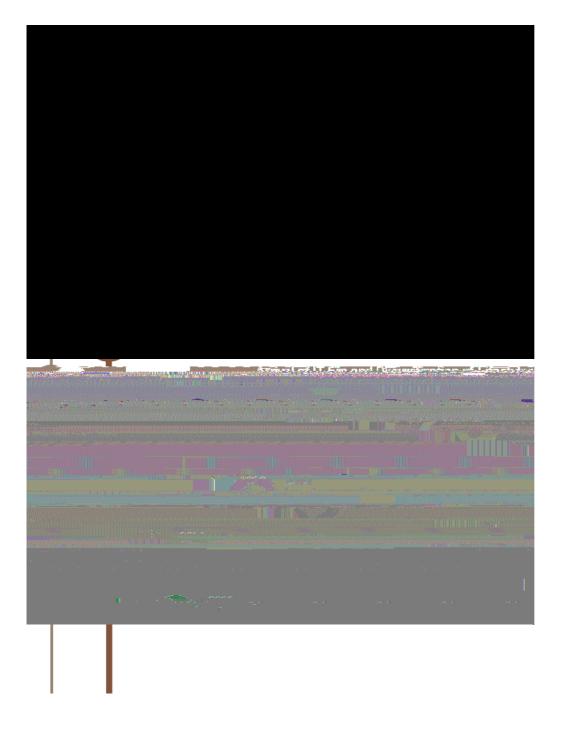




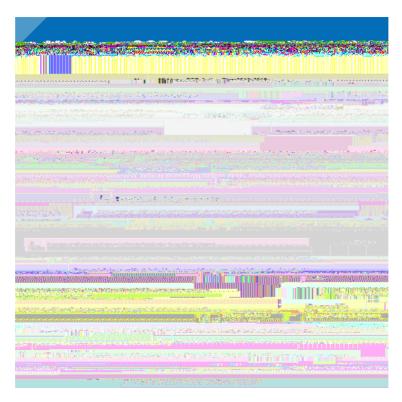




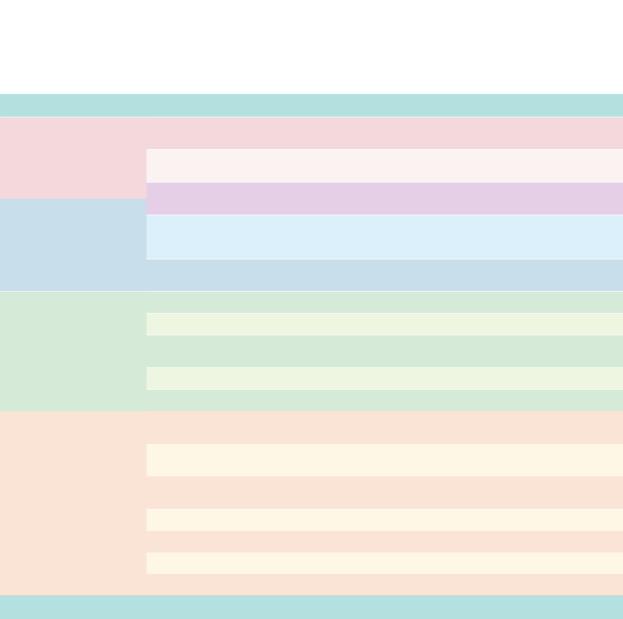


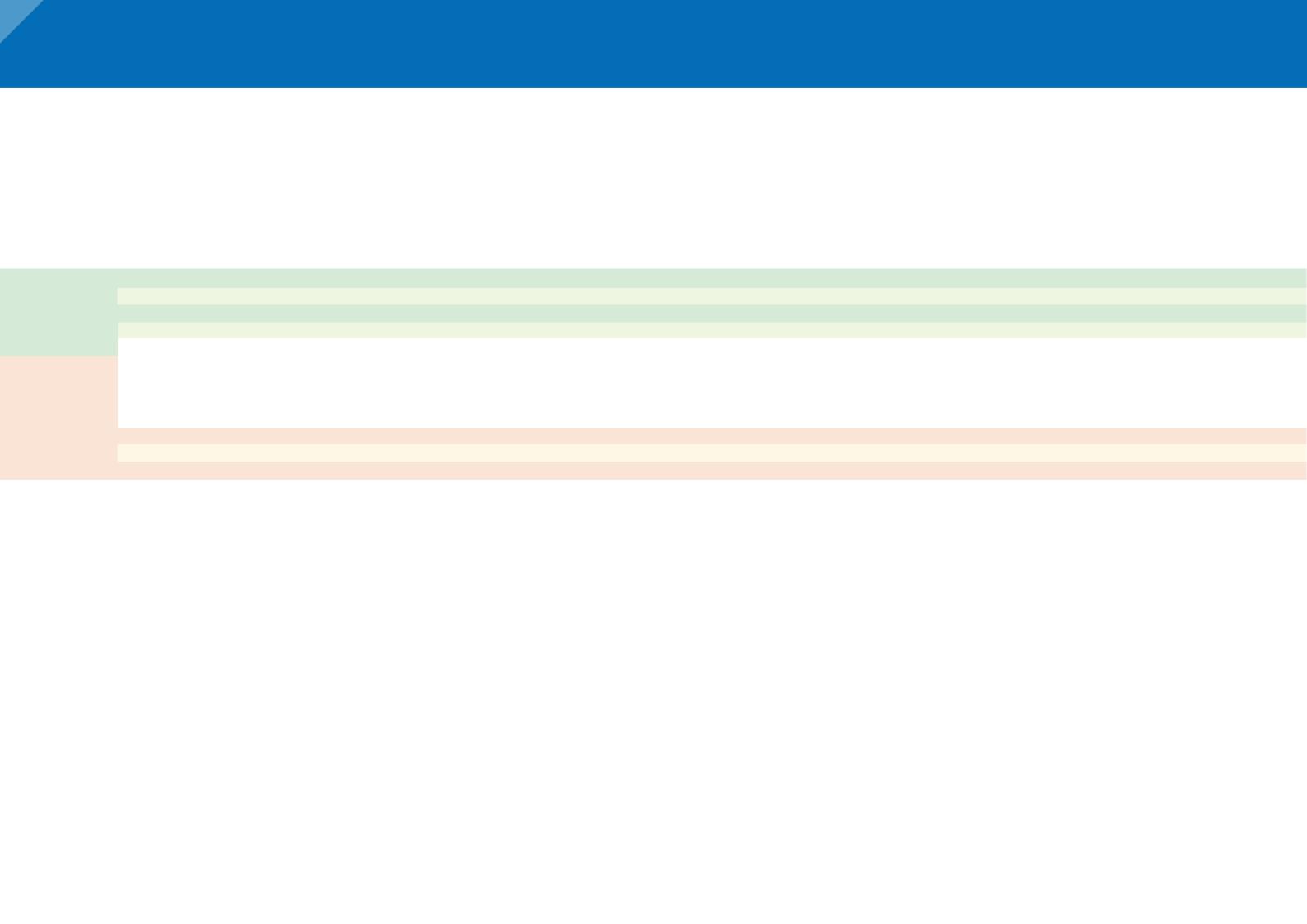


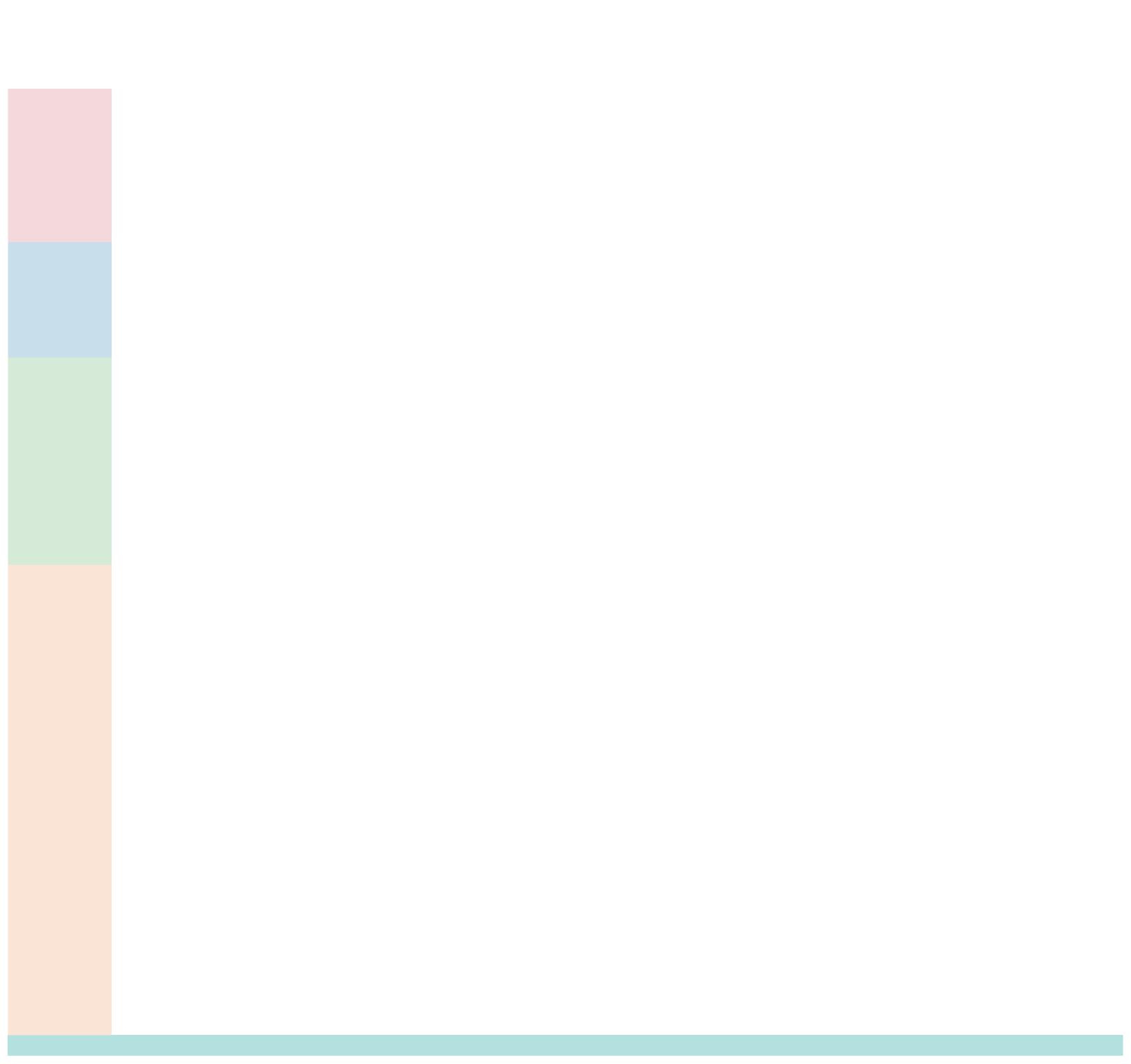
each item of the action plan.



Mid-term CSR Action Plan 2016 - 2018







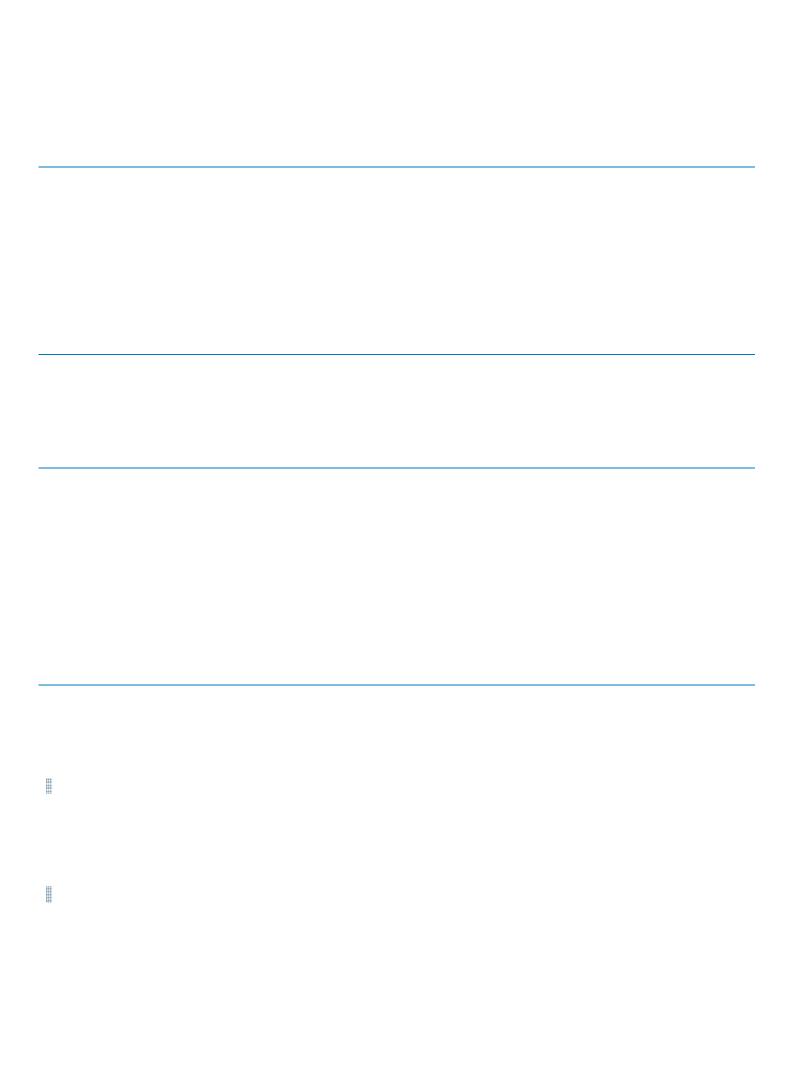






Internal Control System and Corporate Auditor Audits



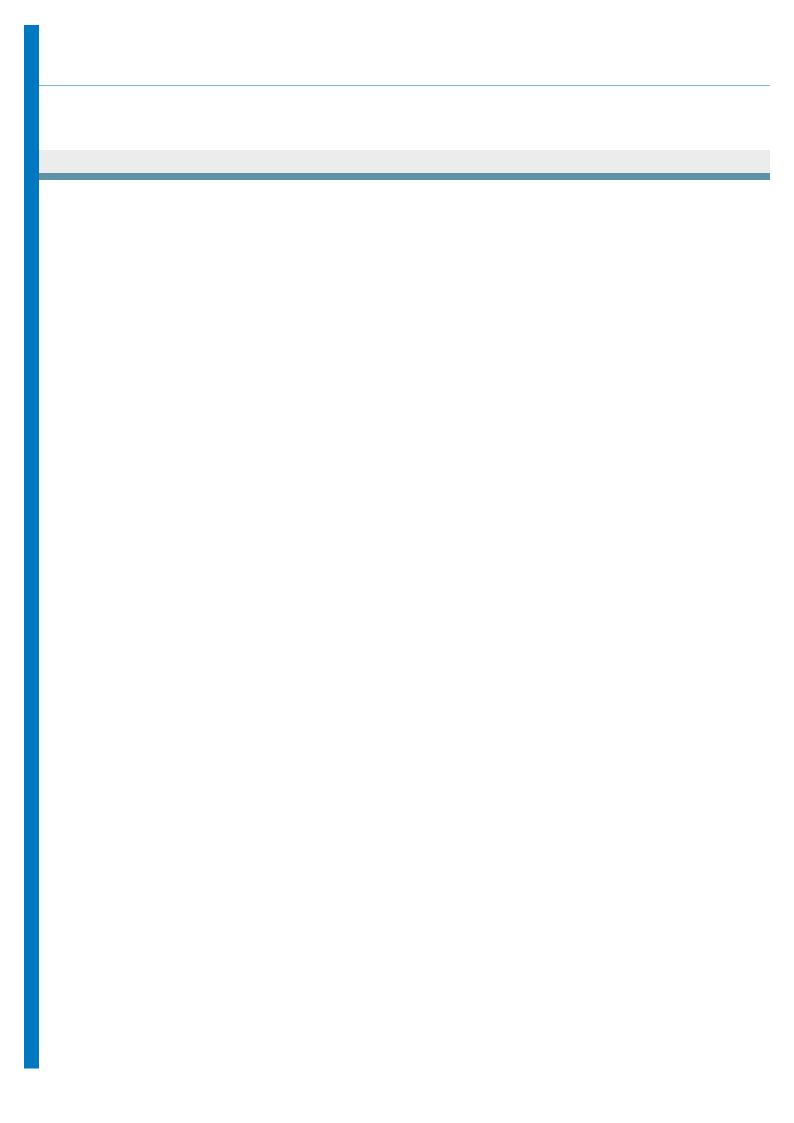


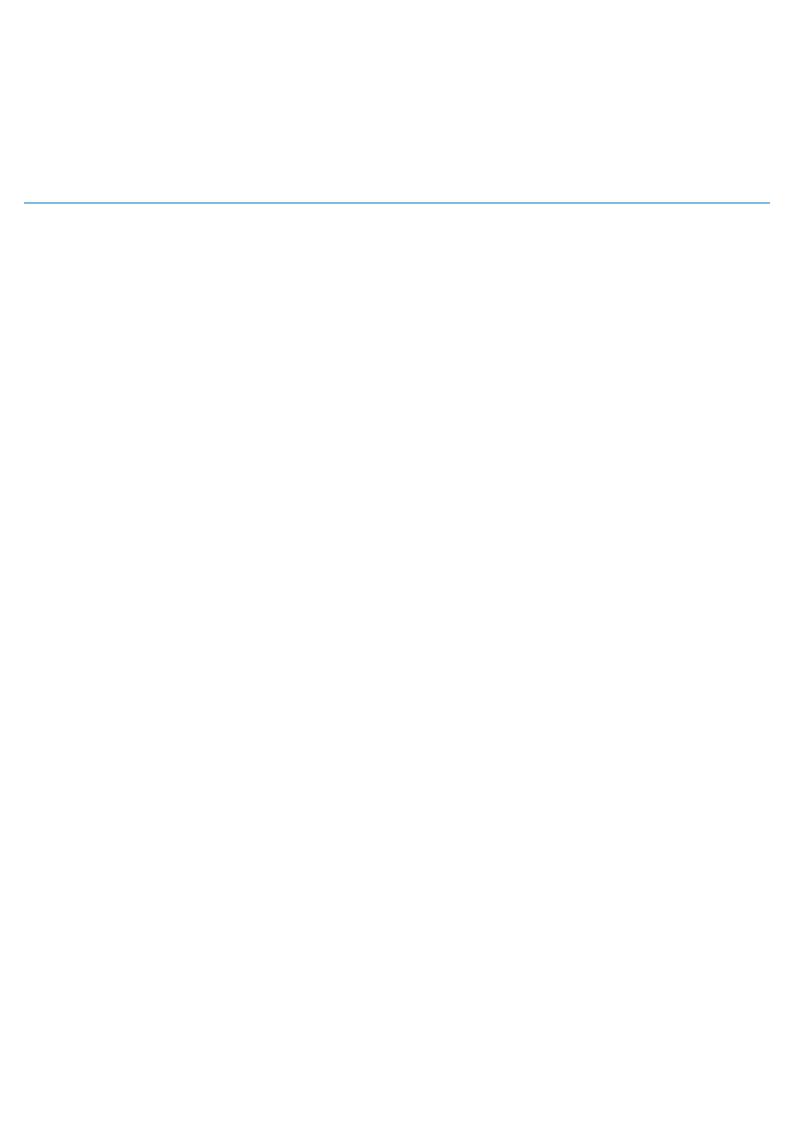












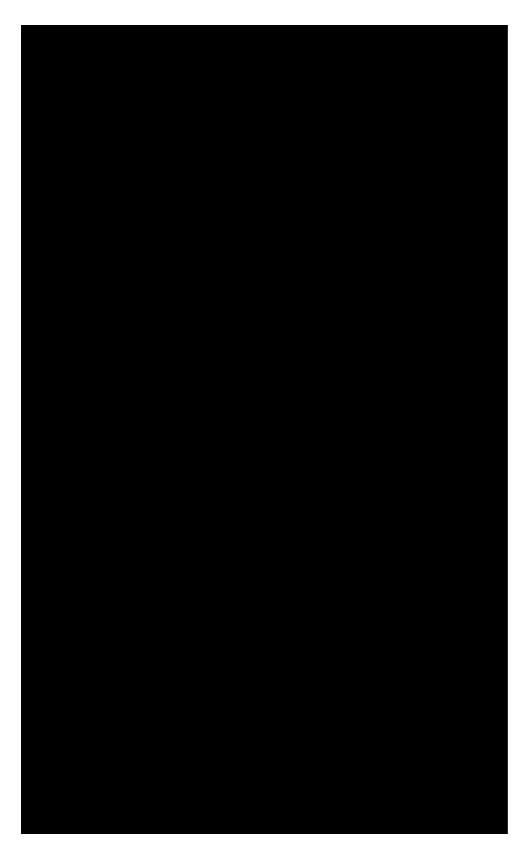


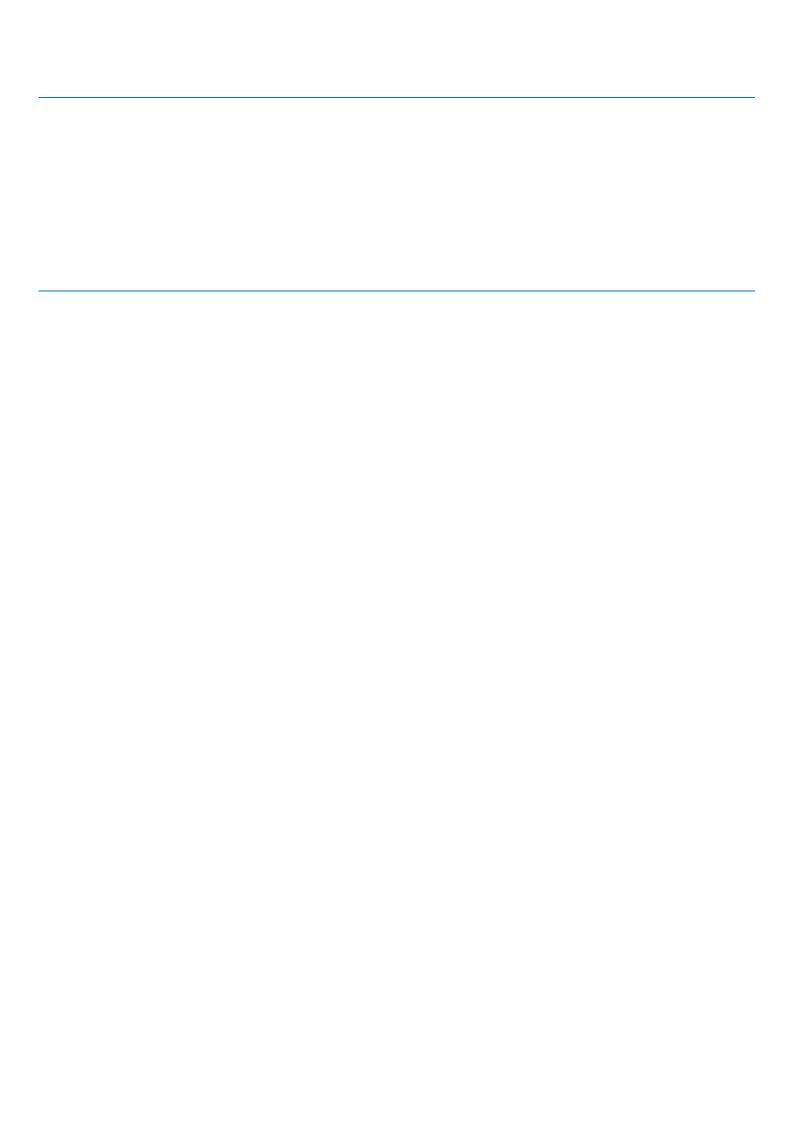
HOME # CSR # Fulfilling Our Responsibility to Society # Initiatives with Our Business Partners and Investors



The Nippon Kayaku Group engages in proactively communication with our valued Business Partners and Investors.

Initiatives for CSR Procurement

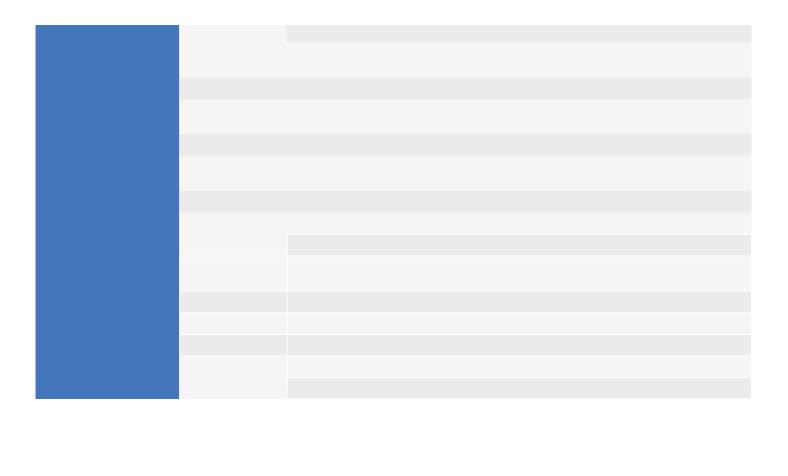




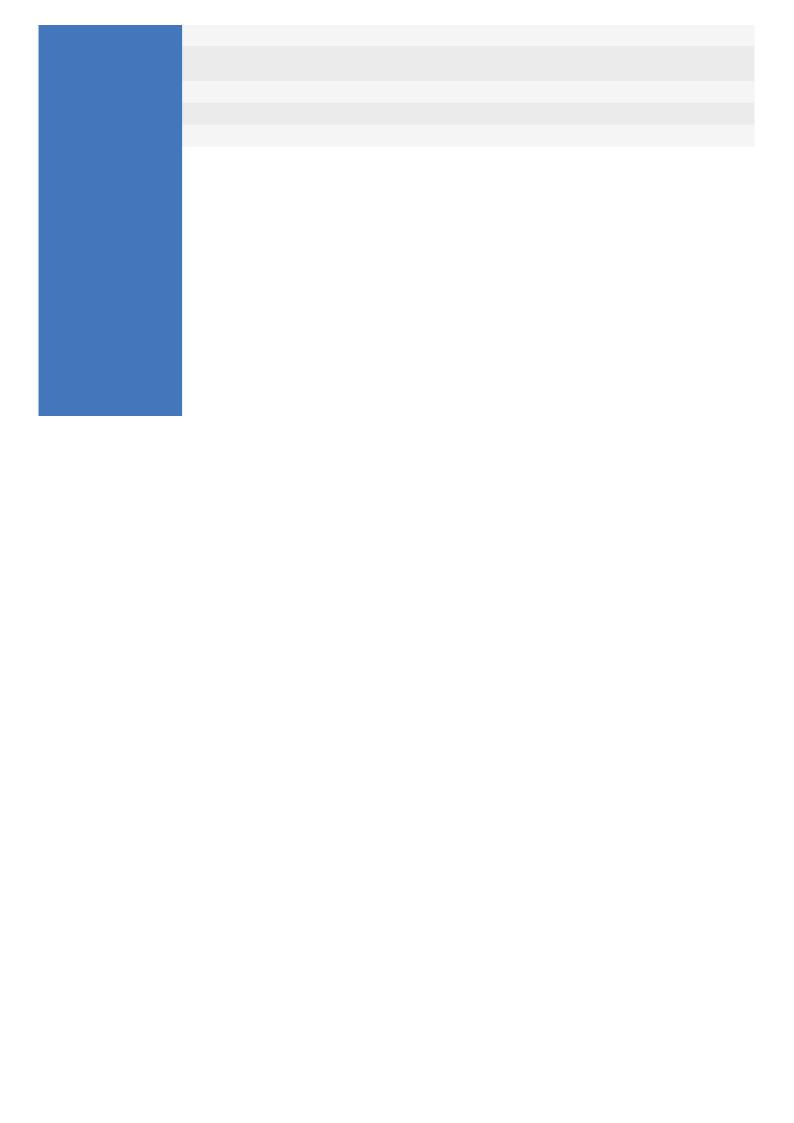
Providing Support for LRI Activities

The Long-range Research Initiati	ve (LRI) is a joint initiative of the chemical industries of Japa	an, the United States and Europe. Part of the voluntary







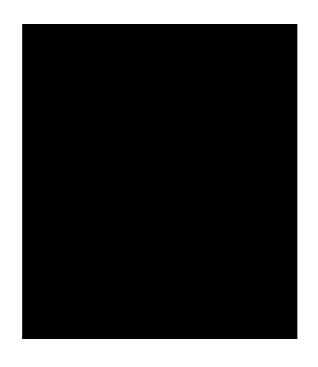


will continue with our e!

to accumulate paid leave to the maximum number of days for employees' convenience.			
Also, starting this fiscal year, in response to childcare and nursing care needs, employees are now allowed to take half-day leave as part of			



HOME #





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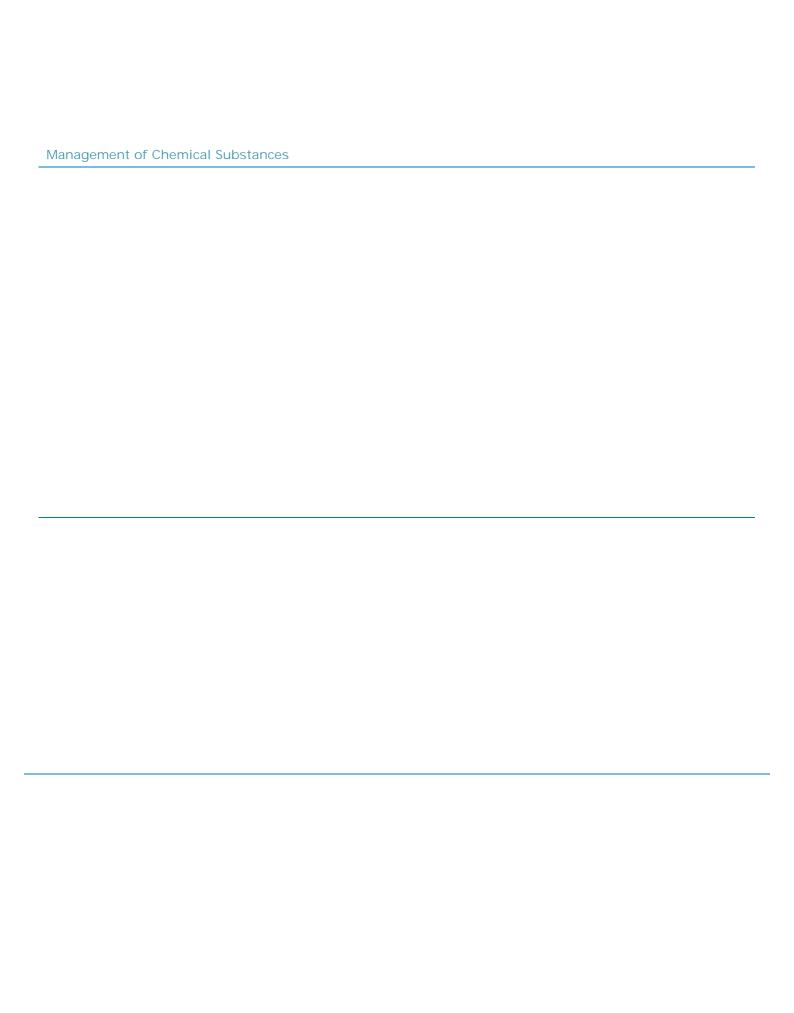
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5 &\$(&,#9)/,#>\$)#'(#=\$(6\$/\$7*+?(&/,(*&\$*0\$,"#\$7*&'#&,(*&/4\$#&'()*&+#&,\$/&>\$"#/4,"\$/&>\$6/0#,1\$)#'(#=\$/&>\$



HOME #

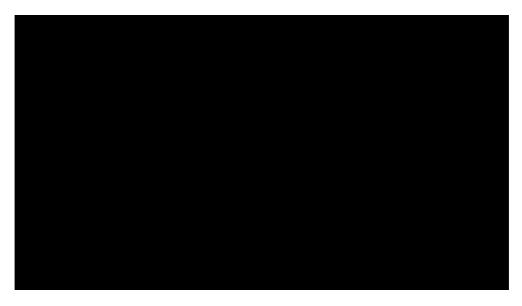
We	e have also created the Return to Work Program for employees that were forced to take a leave of absence due to a mental health issue. In this	





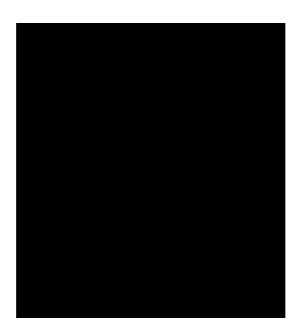
HOME # CSR # #

1 VOC: Volatile Organic Compounds (VOCs). This tally includes all chemical substances of reporting regulation, emitted into the atmosp	here.
2 COD: Chemical Oxygen Demand. An indication of the amount of oxygen needed to oxidize a subject compound under a predetermine	ed condition



*5 12 control substances subject to voluntary controls: acrylonitrile, acetaldehyde, vinyl chloride monomer, chloroform, 1,2-dichloroethane, dichloromethane, tetrachloroethylene, trichloroethylene, 1,3-butadiene, benzene, formaldehyde, and ethylene oxide.





Preventing Water Pollution

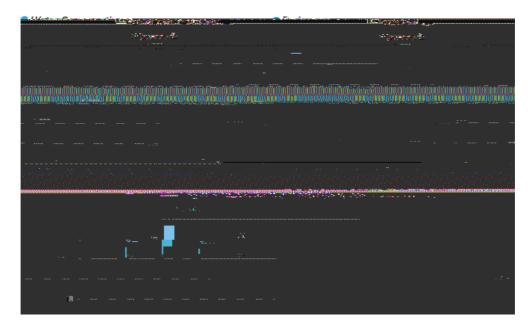
The Nippon Kayaku Group has set voluntary wastewater discharge control standards that are tougher than requirements laid out in national laws and local ordinances.

And The Nippon Kayaku Group produces color material-related products including dyes and ink jet printer ink, among others. Our Tokyo and Fukuyama plants, where color material-related products are manufactured, fully decolorize colored wastewater before it is discharged.

The Nippon Kayaku Group has made e#orts to reduce its COD emissions by employing activated sludge treatment equipment at plants with high levels of COD emissions.

PRTR*9 Initiatives

Since 1995, the Nippon Kayaku Group has participated in the Japan Chemical Industry Association led initiative to reduce compounds identified in the



*9 PRTR: Pollutant Release and Transfer Register. The PRTR regulation is designed to prevent occurrences of environmental safety incidents by encouraging businesses to improve their own chemical substance management.

*10 SS: Suspended Solids. SS is a water-quality indicator generally referring to insoluble substances of 2 mm or less in diameter suspended in water.

The organic matter and metal originating in particulate-like minelteTsrste.2 (u) 0 (te) -0Tsa f [(T) zlisnnf [(T) zglgsTsaedisnrl n4 (t) -0.4teT -//T129te(l)

Research Laboratories and indirect departments all in a single facility located in Kita-ku, Tokyo.

Introduction of a Photovoltaic System at the Himeji Plant





commitment to be a company closely rooted in the local community by actively supporting the learning of youth and extracurricular activities in particular.



Functional Chemicals Group • Safety Systems Group Representative Director & President Go Mizutani, NIPPON KAYAKU AMERICA, INC.

