

Aspiring to new business growth and a sustainable society, we have identified 10 areas to focus on in line with the will of our predecessors. Our whole group strives through our “Basic CSR Policy” to ameliorate these issues under our management’s guidance.

Basic CSR Policy

The principles in this CSR policy are applied to Dainichiseika and the entire Daicolor Group.

Human rights	We respect basic human rights and do not support the violation of human rights.
Labor	We respect the diversity, personality and individuality of our employees. We make sure opportunities for employment and secure a safe and comfortable work circumstances. We do not engage in forced labors or children’s labors.
Environment	As an essential topic, we treat the coexistence of natural environment and company. We strive to prevent pollution, effectively use limited resources, preserve and restore the natural environment.
Integrity/Compliance	We compete fairly, openly and freely and act in accordance with fair business, and do not engage in any unethical (unlawful) act whatsoever. We also comply with the laws and regulations (and other items agreed upon), nationally and internationally.
Consumers	We continue to deliver and provide our products and our services that are safe, friendly to environment and beneficial to the society.
Community	Always bearing in mind that we are members of society, we participate in community activities firmly and strive to maintain orderliness and safety of the civil society. We also ensure the appropriate disclosure of information on our corporate activities in public.
Protection of information	We ensure the protection of corporate information assets and personal information, which are our treasures.
Risk control	We evaluate the results of our businesses regularly so that new risks can be detected at an early stage and strive to eliminate such risks.
Management resources	We strive to appropriately distribute management resources, the source of our corporate activities, and to generate profits.
Education	To achieve the herein stated, we continue to provide education to all members of the board and all our employees in our effort in order to elevate the CSR implementation structure.

Environmental Initiatives

In accordance with our Basic CSR Policy, we will work to achieve the sustainable development of society and the global environmental development through its businesses. At the same time, we will implement ongoing initiatives aimed at improving environmental performance associated with our business activities in compliance with ISO 14001:2015.

Environmental Policy

- ① Managers and employees of Dainichiseika Group will raise their own environmental awareness through training, set voluntary personal goals associated with environmental activities, and work continuously to contribute to environmental improvements.
- ② The Group will endeavor to develop products that are environmentally friendly throughout their life cycles.
- ③ The Group will strive to reduce the environmental impact of its business activities and prevent pollution.
- ④ The Group will comply with laws, regulations, agreements, and other obligations.
- ⑤ The Group will aim to establish a harmonious relationship with society while engaging in natural conservation and other social contribution activities.

Health and Safety

Our Approach to Company-wide Health and Safety Initiatives

As ensuring our employees' health and safety in the promotion of business activities is of the utmost importance, our Group works constantly for safety in the workplace and the health of all our members. Accordingly, under our Corporate Health and Safety Committee and in compliance with the Industrial Safety and Health Act and other laws, labor agreements and work regulations, we strive to ensure the health and safety of our employees and others.

Various Measures

- ① To eliminate work-related injuries, all of our facilities conduct risk assessments. Through continuous improvement we are working towards an accident-free enterprise.
- ② In order to promote mental health initiatives, we implemented a self-check system in fiscal 2014. We are working to improve our system with all facilities offering workshops, such as line care training and self-care training.
- ③ We establish handling standards for advanced materials such as nano-materials with workplace health and safety in mind under the guidance of the Ministry of Health, Labour, and Welfare.
- ④ Each facility develops an annual action plan, conducting activities aimed at workplace safety and individual health.
- ⑤ Concerning the management of health and safety, we work to carry on an exchange between our facilities. This approach increases mutual awareness, protecting the health and safety of our employees, with the intent of eradicating workplace injuries.
- ⑥ We hold internal and external educational and training opportunities, such as risk prediction training workshops, in an effort to improve our staff's safety awareness.