

Targets and Performance



The JSR Group has identified long-term actions in various categories and set targets for each year; the main action targets and performance are set forth below

	Action	FY2009 target	FY2009 performance	Assessment	Target for FY2010 onward	
CSR management	Adopt CSR policies and create CSR structures	Adopt CSR policies and create CSR structures	Adopted long-term CSR targets, divided JSR group CSR activities into the corporate ethics, environment and safety, risk management as well as social contribution areas, and established four committees to carry out activities in these areas and the CSR Dept. as a specialized organization to support these activities Raised understanding of CSR among employees through worksite caravans, internal newsletters, the intranet, production and distribution of CSR handbooks, etc.	◎	Work to ensure that activities conducted by four committees firmly take hold Raise and expand awareness of CSR by increasing output of publicity	
	Consider United Nations Global Compact	Consider participation	Expressed agreement with United Nations Global Compact that came into effect in April 1, 2009, and joined on April 14	◎	Utilize the Global Compact network in CSR activities	
	Reinforce corporate ethics and legal compliance	Update JSR Group Principles on Corporate Ethics Consider creation of new hotline Establish legal compliance structures	Responded to increasing demands from society by updating JSR Group Principles on Corporate Ethics and conducting related awareness raising activities among all employees Supplemented existing hotline with new service featuring multi-language support operated by special organ to provide system that may also be used by overseas employees Conducted exhaustive investigations concerning status of legal compliance throughout entire group including overseas sites and subsidiaries, and reinforced legal compliance system	◎	Increase awareness of new JSR Group Principles on Corporate Ethics and hotline Conduct a survey concerning awareness of corporate ethics Periodically take measures to confirm and improve legal compliance	
	Reinforce risk management	Establish company-wide risk management structures Conduct crisis management training Adopt countermeasures against new influenza strains	Established new Risk Management Committee and created structures to identify risks company wide and manage them Conducted crisis management drills to reinforce response capabilities in event of major disaster or accident Adopted countermeasures to prepare for outbreak of new influenza strains	◎	Launch operation of risk management structures established in FY2009 Continue and improve crisis management training Continue countermeasures	
RC (environment, safety, health) management	Develop products that take into consideration the environment and safety	Provide environmentally-friendly products Determine environmental impact through LCA ¹	Continued provision of environmentally-friendly products such as energy-saving materials, recyclable materials, and resource-saving materials Established at Yokkaichi Plant facilities for mass production of high-performance hydrocarbon electrolyte membranes with excellent application properties for use in fuel cells Registered LCI ² data concerning representative synthetic rubber in Japan Environmental Management Association for Industry database	◎	Encourage development of environmentally-friendly products from research stage; expand lineup of such products Investigate use of LCI data in activities to reduce environmental impact	
	Improve chemical substance management	Legal compliance with GHS ³ Legal compliance with EU's REACH Directive ⁴ Implement green procurement	Made advances in labeling of products shipped in Japan in accordance with the Industrial Safety and Health Law and performed GHS of MSDS ⁵ as planned Completed provisional registration in accordance with EU's REACH Directive Joined JAMP ⁶ and encouraged common green procurement in the supply chain; revised JSR Green Procurement Guidelines to standardize its substance controls with those employed by JAMP	◎	Swiftly respond to GHS in accordance with laws and regulations of each country with respect to export products Prepare for registration by gathering information Conduct activities that emphasize collaboration in supply chain	
	Continue improvement of product quality	Implement PLP ⁷ activities	Reviewed quality control systems and improved assessment technologies to prevent occurrence of product-related accidents	◎	Continue thorough PLP activities in collaboration with group companies	
	Provide environmental and safety information concerning products	Provide environmental and safety information to customers	Used MSDS electronic management system to provide appropriate MSDS concerning prototypes and products to customers	◎	Continue the thorough provision of environmental and safety information to customers	
	Eliminate accidents and disasters	Implement advance environmental and safety assessments Introduce systematic measures to prepare for and respond to major earthquakes	Continued advance environmental and safety assessments in accordance with safety and environmental manuals when installing new or modifying existing facilities and performing non-regular work; in FY2009, there were no incidents that had to be reported to the authorities pursuant to the Act on the Prevention of Disasters in Petroleum Industrial Complexes and Other Petroleum Continued activities to eliminate dangerous work practices and conditions in order to prevent work related health and safety accidents; in FY2009, there were no accidents resulting in lost work time by JSR employees Performed earthquake-proofing construction with focus on high-pressure gas facilities in plants based on results of earthquake-proofing diagnosis	◎	Identify potential risks concerning existing facilities, materials and work, and continue countermeasures Eliminate dangerous work practices and conditions, and encourage handing down of technologies Introduce measures in accordance with medium-term plans	
	Establish business sites that are trusted by society	Conduct reviews to maintain ISO 14001 and ISO 9001 statuses Maintain certification under security related laws and ordinances Audit environmental and safety performance of group companies	Passed ISO 14001 and ISO 9001 audits at three JSR plants (Yokkaichi, Chiba, Kashima) Maintained and continued certifications relating to safety laws and regulations (High-Pressure Gas Safety Law, Fire Service Law, Industrial Safety and Health Law) Continued environmental and safety audits of domestic and overseas group companies	◎	Continue ISO 14001 and ISO 9001 reviews Update certifications under safety laws and regulations Continue environmental and safety audits of domestic and overseas group companies	
	Reduce environmental impact	Encourage energy savings: reduce energy consumption ratio by an average of 1% annually compared to FY1999 level Reduce atmospheric releases of VOCs ⁸ Advance reductions in industrial waste, etc., and impact of wastewater on environment Introduce measures to improve local environment	Set new target for absolute reduction in CO ₂ emissions: 6% reduction compared to FY1991 by FY2013; in FY2009, production volume declined, and thus emissions were down by approximately 20,000 tons, but goal of reducing energy consumption ratio by an average of 1% annually was not achieved Indicated intent to participate in trial CO ₂ emissions trading started by the government; gathered information and expertise concerning emissions trading Employee-driven activities launched to save energy at their homes to help alleviate global warming (commenced in April 2008) Installed photovoltaic power generation system on top of new employee recreational facility constructed at the Yokkaichi Plant; system is expected to reduce CO ₂ emissions by approximately 54 tons annually Installed RTO ⁹ at three JSR synthetic rubber plants, resulting in reduction of approximately 65% in VOC emissions compared to FY2001 Introduced measures to control the generation of waste, practiced comprehensive sorting of waste, and searched for recyclers; such ongoing activities have lead to "zero waste goals" being achieved every year from FY2004 to FY2009 (23 tons/year of landfill waste) Continued to introduce measures to reduce environmental impact from wastewater (chemical oxygen demand, total nitrogen, total phosphorus) Installed RTO at three JSR plants to reduce offensive odors; installed a ground flare ¹⁰ and reinforced noise and light countermeasures at Yokkaichi Plant; there were no environmental complaints in FY2009	△	Continue energy-saving activities to achieve target for CO ₂ emissions reductions Continue the collection of information concerning emissions trading Encourage energy-saving activities at employee homes The target for VOC reductions in FY2013 is 80% compared to FY2001 level Continue achieving "zero waste goals" Further reduce impact to comply with stricter water standard regulations, including Sixth Total Volume Regulations Improve local environment by further stabilizing operation of ground flares	
	Protect the environment and ensure safety in international business	Sign declaration of support for RC Global Charter ¹¹	JSR signed declaration of support for RC Global Charter in October 2008, promising to make further contributions to global health, safety, and environmental preservation	◎	Implement RC activities in accordance with principles of RC Global Charter	
	Working environment	Support work-life balance for employees	Enhance various employee programs	Introduced career reentry policy, extended the period for working from home, extended the period for shortened working hours Investigated the introduction of leave for volunteer activities and expansion of family-care leave (implemented in April 2009)	◎	Expand use Introduce measures so programs firmly take root
		Ensure diversity of the workforce	Increase employment of disabled people	Increased number of disabled employees; rate of employment of disabled people increased from 1.7% in prior fiscal year to 1.8%, reaching statutory rate (1.8%)	◎	Further increase employment of disabled people
Social contribution	Improve health management	Improve mental health	Conducted psychological assessments for all employees (conducted once every two years)	◎	Continue activities	
	Implement social contribution activities	Adopt basic policies and create structures Encourage activities that contribute to local communities	Established Social Contribution Committee and adopted basic policies; conducted full-scale examination of future social contribution activities and solicited related ideas from employees Held special science classes at local junior high schools, conducted the Kids ISO 14001 environmental education program, and held special lectures at the College of Industrial Technology of Nihon University	◎	Start social contribution activities by entire JSR group Continue activities	

Glossary

- LCA: Life Cycle Assessment**
A method of analyzing and assessing quantitatively the impact on the environment of a product throughout all aspects of its life cycle including raw materials, manufacture, use, and disposal.
- LCI: Life Cycle Inventory**
The compilation of input and output data on resources, energy and environmental impact concerning the LCA of a product.
- GHS: Globally Harmonized System of Classification and Labeling of Chemicals**
A system for global standardization of chemical classifications, labeling, and MSDS submission.
- MSDS: Material Safety Data Sheet**
Sheets indicating the safety information of materials that are attached to items when they are shipped to other businesses.
- REACH: (Registration, Evaluation, Authorization, and Restriction of Chemicals) Directive**
A European Union regulation requiring registration of safety testing data for all chemicals that are manufactured or imported in volumes of 1 ton or more annually.
- JAMP: Joint Article Management Promotion-consortium**
An organization established to facilitate the efficient dissemination of information concerning chemical substances in supply chains.
- PLP: Product Liability Prevention**
Preventive activities designed to prevent the manufacture of defective products.
- VOC: Volatile Organic Compounds**
Organic compounds that are highly volatile; they are a source of atmospheric pollution.
- RTO: Regenerative Thermal Oxidizer**
A device that combusts VOCs and breaks them down into water and CO₂ to make emissions cleaner.
- Ground flare**
A device that combusts waste gases in a cylindrical furnace placed on the ground; ground flares have lower impact on the surrounding environment compared to conventional flare stacks.
- Responsible Care (RC) Global Charter**
A written commitment established by the International Council of Chemical Associations (ICCA) to encourage RC activities by the chemical industry around the world.