

Targets and Results

The JSR Group has identified long-term actions in various categories and set targets for each year. Major actions targets and results are described below.

Assessment ◎: Better than planned ○: As planned △: Improvement needed

	Action	FY 2012 Target	FY 2012 Performance	Assessment	Target for FY 2013 Onward	Implementing Division
CSR Management	Promote the relevant activities and raise the awareness of the activities across the Group	Promote the activities of the four committees and raise the awareness of the activities	<ul style="list-style-type: none"> Promoted the activities of the four committees (Corporate Ethics Committee, Responsible Care Committee, Risk Management Committee, and Social Contribution Committee) as planned Held the CSR Report Presentation across all the Group's divisions, and increased the dissemination of information by presenting messages from senior management via internal newsletters and the intranet to raise our employees' awareness of CSR; results were confirmed through various surveys Held the first CSR workshops for employee leaders Considerably increased our employees' social awareness after implementing volunteer activities organized and arranged by the company for the first time 	<ul style="list-style-type: none"> ○ ○ ○ ◎ 	<ul style="list-style-type: none"> Bolster activity implementation and raise the awareness across the entire Group Continue to disseminate messages from CSR Department Continue to implement measures to raise the awareness within the company by holding workshops and other events 	CSR Department
	United Nations Global Compact (GC)	Use the GC network for CSR activities	<ul style="list-style-type: none"> Used the GC network and reflected its activities in our corporate policies. Engaged in volunteer activities to support the reconstruction of disaster affected areas with the cooperation of other GC member companies, especially from September 2011 to March 2012 Contributed to the activities of the GC Japan Network (GC-JN) as the auditor of GC-JN (until November 2011) 	<ul style="list-style-type: none"> ◎ 	<ul style="list-style-type: none"> Continuation of current efforts 	
	Reinforce corporate ethics and legal compliance	Conduct a survey on awareness of corporate ethics	<ul style="list-style-type: none"> Improved the method and contents of the survey on awareness of corporate ethics, and implemented the improved version (changed from biennial implementation to annual) Implemented the survey on awareness of corporate ethics at our overseas business establishments for the first time 	<ul style="list-style-type: none"> ◎ 	<ul style="list-style-type: none"> Annually conduct a survey on awareness of corporate ethics and conduct follow-ups 	Corporate Ethics Committee
		Revise the Principles of Corporate Ethics and familiarize employees with them	<ul style="list-style-type: none"> Reflected the new Essential Elements into the Principles of Corporate Ethics, and published the revised version in multiple languages (Japanese, English, Chinese, Korean, and Thai) Implemented e-learning to familiarize our employees with the new Principles of Corporate Ethics 	<ul style="list-style-type: none"> ◎ 	<ul style="list-style-type: none"> Familiarize our employees with the new Principles of Corporate Ethics 	
	Reinforce risk management	Periodically operate the company-wide risk management system	<ul style="list-style-type: none"> Operated the company-wide risk management system across the entire Group, including our overseas business establishments, and identified 13 major company-wide risks Commenced the review of the company-wide risk management system 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continuation of current efforts Review and improve the risk management system 	Risk Management Committee
Reinforce emergency response capabilities		<ul style="list-style-type: none"> Conducted real-time crisis management training in anticipation of a major earthquake and tsunami Commenced the establishment of BCM to strive for further ensuring business continuity, while emphasizing our existing risk management manuals with the focus on initial responses 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue to implement and improve the crisis management training Establish BCM 		
CSR procurement*1	Improve CSR procurement	<ul style="list-style-type: none"> Implemented CSR procurement, covering 95% of suppliers for raw materials on a purchasing cost basis (90% in the previous fiscal year), and extended the coverage of the procurement to our business partners for construction work 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue the activities and incorporate the perspective of biodiversity 	Procurement Department	
RC (Environment, Health, and Safety) Management	Develop products with consideration to the environment and safety	Use LCA*2 in environmental impact reduction activities	<ul style="list-style-type: none"> Currently establishing a scheme to implement LCA from the R & D stage and perform a provisional calculation regarding CO2 emissions of the relevant product 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue investigation of the use of LCI*3 data in activities to reduce environmental impact 	Responsible Care Committee
	Improve management of chemical substances	Ensure compliance with GHS*4	<ul style="list-style-type: none"> Made progress in labeling products shipped in Japan in accordance with the Industrial Safety and Health Law, and performed GHS of SDS*5 as planned 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Promptly respond to GHS in accordance with laws and regulations of each country with respect to exported products 	
		Ensure compliance with EU's REACH*6 and CLP*7	<ul style="list-style-type: none"> Communicated information necessary for the compliance with REACH and confirmed the registration status of materials for the compliance with REACH; affixed CLP labels to products exported to Europe 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue to comply with REACH and CLP 	
		Implement green procurement*8	<ul style="list-style-type: none"> Participated in and conducted trial operation of the JAMP-GP*9 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Conduct activities that focus on cooperation within the supply chain 	
	Continue to improve product quality	Implement PLP*10 activities	<ul style="list-style-type: none"> Continued to reinforce measures to prevent quality-related accidents by reviewing quality control systems and improving quality assessment technologies at the JSR Group including group companies 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Improve quality control across entire supply chains, from raw material procurement through distribution – not just from design to manufacturing 	
	Provide product environmental and safety information	Provide customers with environmental and safety information	<ul style="list-style-type: none"> Used SDS electronic management system to provide customers with appropriate SDS for prototypes and products 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue to provide customers with environmental and safety information 	
	Eliminate accidents and disasters	Implement preliminary environmental and safety assessments	<ul style="list-style-type: none"> Continued to implement preliminary environmental and safety assessments in accordance with safety and environmental manuals when installing new facilities or modifying existing ones and performing non-regular work No facility accidents occurred in FY 2012 that required reporting to the government under the Act on the Prevention of Disasters in Petroleum Industrial Complexes and Other Petroleum Facilities. 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Identify potential risks concerning existing facilities, materials and work, and continue countermeasures for them 	
		Introduce systematic measures to prepare for and respond to major earthquakes	<ul style="list-style-type: none"> Continued activities to eliminate dangerous work practices and conditions in order to prevent work-related health and safety accidents; in FY 2012, one accident resulting in a JSR employee's absence from work occurred. Implemented antiseismic reinforcement in anticipation of an earthquake with the epicenter directly below a populated area, and organized and promoted countermeasures in anticipation of a huge tsunami following an interplate earthquake 	<ul style="list-style-type: none"> △ ○ 	<ul style="list-style-type: none"> Eliminate dangerous work practices and conditions, and encourage passing down of skills from experienced to inexperienced workers Implement measures in accordance with the mid-term business plan 	
	Develop highly-trusted business establishments	Conduct reviews to maintain ISO 14001 and ISO 9000 series	<ul style="list-style-type: none"> Passed audits to maintain ISO 14001 and ISO 9001 at three JSR plants 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Maintain and continue to operate ISO 14001 and ISO 9001 	
		Maintain certification under security-related laws and regulations	<ul style="list-style-type: none"> Renewed certifications under the High-Pressure Gas Safety Law at Chiba Plant 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Renew certifications under safety laws and regulations 	
		Audit environmental and safety performance of Group companies	<ul style="list-style-type: none"> Continued environmental and safety audits of domestic and overseas Group companies 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue environmental and safety audits of domestic and overseas Group companies 	
	Reduce environmental impact	Conduct energy conservation measures and anti-global warming measures	<ul style="list-style-type: none"> Investigated measures to achieve the goal of a 6% reduction in total CO2 emissions by FY 2013 compared to the FY 1991 level. The FY 2012 CO2 emissions reduced by approx. 59 thousand tons (8%) compared to the FY 1991 level, due to the decrease in production. 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue energy-saving activities to achieve the target for reducing CO2 emissions Use the intranet to continue to encourage energy saving efforts at our employees' homes 	
		Reduce atmospheric release of VOCs*11	<ul style="list-style-type: none"> Reduced VOC emissions by approx. 75% compared to FY 2001 due to the installation of RTO*12 at three JSR plants. 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Promote activities to maintain the reduction of VOC emissions to achieve the FY 2016 target: a 75% reduction from the FY 2001 level 	
Reduce the environmental impact of wastewater, industrial waste, and other impacts		<ul style="list-style-type: none"> Industrial waste: "zero waste" goals have been achieved every year from FY 2004 to FY 2012 (four tons of landfill waste per year), due to various measures taken at all our plants, such as those to limit the generation of industrial waste, sort waste thoroughly, and search for recyclers. Wastewater: efforts were made to reduce environmental impact (COD, total nitrogen, and total phosphorous) to comply with the 6th Total Pollutant Load Control 	<ul style="list-style-type: none"> ○ ○ 	<ul style="list-style-type: none"> Continue to achieve "zero waste" goals Make further impact reductions to comply with the 7th Total Pollutant Load Control 		
Introduce measure to improve local environments		<ul style="list-style-type: none"> Continued to reduce offensive odors by installing RTO*12 at three JSR plants Continued countermeasure to reduce noise and light by installing a ground flare*13 at Yokkaichi Plant; there were no environmental complaints in FY 2012 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue zero environmental complaints performance 		
Secure the environment and safety in international businesses	Make cooperation for the International Center for Environmental Technology Transfer around the world	<ul style="list-style-type: none"> Cooperated in the International Center for Environmental Technology Transfer (ICETT) and supported training of environment and safety engineers 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continue to make cooperation for ICETT 		
Conserve biodiversity	Adopt specific policies concerning biodiversity	<ul style="list-style-type: none"> Continued to participate in working groups (such as the one for sustainable land use) of the Japan Business Initiative for Biodiversity (JBIB) Identified relationships between business activities and biodiversity, and investigated our raw materials and land use Formulated the JSR Group's biodiversity policies and activity plan 	<ul style="list-style-type: none"> ◎ 	<ul style="list-style-type: none"> Continue the working activities at JBIB Promote specific activities in compliance with the JSR Group's policies regarding biodiversity 		
Human Resources	Support work-life balance of employees	<ul style="list-style-type: none"> Promote understanding of sound work-life management and implement measures to increase the understanding Confirm employees' understanding of work-life management programs and implement measures to increase the understanding 	<ul style="list-style-type: none"> ○ ○ 	<ul style="list-style-type: none"> Raise awareness of work-life management and implement measures to promote it 	Human Resources Development Department	
	Ensure diversity in the workplace	Cultivate the diversity as our corporate culture, take concrete measures, and achieve quantitative targets (see "Diversity Promotion Roadmap" of page 20.)	<ul style="list-style-type: none"> Percentage of women among our employees hired in April 2012 – engineering positions for college graduates: 13%; and clerical positions for college graduates: 57% Percentage of managerial positions filled by women as of April 2012: 3.1% 	<ul style="list-style-type: none"> ○ 		<ul style="list-style-type: none"> Cultivate the diversity as our corporate culture Achieve quantitative targets
		Ensure diversity of recruitment	<ul style="list-style-type: none"> Employed 14 employees of foreign nationality; employment ratio for people with disabilities: 1.84% (statutory quota: 1.8%) 	<ul style="list-style-type: none"> ○ 		<ul style="list-style-type: none"> Ensure diversity of recruitment
Social Contribution	Implement social contribution programs	<ul style="list-style-type: none"> Held the first High-Tech University for high school students with their interest in science at Yokkaichi Plant with the cooperation of SEMI*14. Continued to hold the Fun Lab Class, which was a program developed in the previous fiscal year for elementary school students with the cooperation of people actually engaged in elementary school education, and visiting lectures of science for junior high school students, and to participate in the TABLE FOR TWO program. 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continuation of current efforts 	Social Contribution Committee	
	Implement activities to support the reconstruction of disaster affected areas	<ul style="list-style-type: none"> Used the Leave for Volunteers Activities System to promote volunteer activities among the JSR Group alone in July 2011, and with cooperation of other companies from September 2011 to March 2012 Contributed to the improvement of living environment in a disaster-affected area, by applying thermal insulation paint containing our material to temporary housing in the area 	<ul style="list-style-type: none"> ◎ 	<ul style="list-style-type: none"> Completed the volunteer activities led by the JSR Group. Consider different activities in compliance with the needs of the affected people 		
	Implement activities that will contribute to local communities	<ul style="list-style-type: none"> Implemented various activities at each plant area with the emphasis on communication with the local community, such as interactive events with local residents and cleanup activities. Continued to hold a local food fair in the cafeteria of Yokkaichi Plant. 	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> Continuation of current efforts 		

*1 CSR Procurement: measures aimed at procuring materials from suppliers who are environmentally compliant and strive to be socially responsible in their corporate behavior, when hiring employees, etc.
 *2 LCA (Life Cycle Assessment): a method of quantitatively analyzing and assessing a product's environmental impact in all lifecycle stages, including raw materials, manufacturing, use, and disposal.
 *3 LCI (Life Cycle Inventory): in LCA, the compilation of data on the flow of resources, energy, and environmental impacts of a product.
 *4 GHS (Globally Harmonized System of Classification and Labeling of Chemicals): a system aimed at creating a global standard for chemical classifications, labeling, and SDS submission.

*5 SDS (Safety Data Sheet): a form that is attached to chemical substances when they are shipped to other businesses to provide safety information
 *6 REACH (Registration, Evaluation, Authorization and Restriction of Chemicals): 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.
 *7 CLP (Classification, Labeling and Packaging of substances and mixtures): a European Union regulation regarding classification, labeling and packaging of hazards of chemical substances and mixtures based on GHS.

*8 Green Procurement: measures aimed at procuring materials from suppliers who implement comprehensive management of substances that have the potential to harm human health
 *9 JAMP-GP (Joint Article Management Promotion-Consortium Global Portal): global portal site for the Joint Article Management Promotion-Consortium, with the functions to support its member companies to manage, disclose, and transmit information regarding chemical substances contained in products.
 *10 PLP (Product Liability Prevention): activities designed to prevent the manufacture of defective products
 *11 VOC (Volatile Organic Compounds): organic compounds that are highly volatile, which are a source of atmospheric pollution

*12 RTO (Regenerative Thermal Oxidizer): a device that combusts VOCs and breaks them down into water and CO2 to make emissions cleaner
 *13 Ground Flare: a device that combusts waste gases in a cylindrical furnace placed on the ground; ground flares have a lower impact on the surrounding environment compared to conventional flare stacks
 *14 SEMI (Semiconductor Equipment and Materials International): an international industrial organization for companies providing manufacturing equipment, materials and other related services regarding semiconductors, FPDs and other items.