

Friendly Working Environment

Our Company has various systems/measures in place for our employees to achieve highly productive work performance and have good work and life balance.

The Company expands the number of half-day annual leaves and implements the 5-day planned annual leave system. As a result, the recent annual leave acquisition rate is high at more than 70%.

Systems, etc. for Work and Life Balance

Names of system	Content
Childcare leave	If certain requirements are fulfilled, the employee can take childcare leave until the child becomes "one and half years old" or until "the first April 20 after the child reaches one year old".
Spouse child birth/ Childcare support leave	The male employee whose spouse gave birth is allowed to take up to 7 leave days (paid) within 8weeks from the child's birth.
Nursing leave	The employee is allowed to take nursing leave to take care of his/her child (children) and spouse up to 20 days per year from the accumulated expired annual leave days.
Short working hours	The employee is allowed to make their designated working hours shorter, up to 2 hours, at the unit of 30 minutes, to take care of child (children) until they reach the 4th grade.
Half a day leave	The employee is allowed to take half a day off as annual leave up to 30 times a year.
Planned annual leave	The Company recommends the employees to take annual leave of 2 days as company-wide planned leave and 3 days as individually planned leave.
Refresh leave	Within 1 year from the time when an employee reaches 50 years old, the company provides 10 consecutive days leave (paid) with financial support.
Re-employment refresh leave	Within 1 month before or after an employee reaches 60 years old, the company provides 3consecutive days leave (paid).

Labor-management Relationship based on Straightforward Communication and Mutual Understanding

As good business partners, Nissan Chemical and Nissan Chemical Labor Union collaboratively solve issues such as work-life balance based on good labor-management relationships that had been built in the past.

Respect for Diverse Human Resources, Individuality and Views

At the Company, diverse human resources are playing active roles in wide range of fields, regardless of their age, gender and nationality.

Contents	Unit	Figures of 2013
Full time employee	Male (persons)	1,543
	Female (persons)	164
New employee	Male (persons)	34
	Female (persons)	7
Re-employment of retired employees	Total (persons)	66
Re-employment rate	(%)	63
Female staff rate	(%)	9.6
Female managers	Number of employees, Managers (%)	9 2.0
Employment of people with disabilities	Number of employees, Employment rate (%)	33 2.2
Employees obtaining Child Care Leave	Male (persons)	0
	Female (persons)	10
Shorter working hours to raise children	Male (persons)	0
	Female (persons)	7
Average monthly overtime	(Time)	18
Annual leave acquisition rate	(%)	76.9
Leaving job within 3 years after employment	(Number of employees)	1
	(%)	3.1



Labor-management meeting for exchange of ideas

Employees who Play Active Part Globally.

Many employees are stationed at our major subsidiaries overseas and work actively together with the local staff.

Currently, there are 28 employees who are engaged in sales, research and financial administration in five countries.



Cross-Cultural Communication

The company is accelerating overseas expansion, recognizing that the overseas market, mainly newly emerging countries, will take the lead in the future growth. There will be more number of employees who will be dispatched to our overseas offices or will go on business trips, and it is our urgent task to develop human resources who can understand cultural background and can have communication in the true sense. In order to respond to this task, our Company Group offers "English Conversation Training System" and "Learning Language Overseas System" with a focus on mindset education.

The goals of the English Conversation Training System are not only to learn language but also to learn overseas business manner and culture to be a person who can accurately convey their thoughts and work with diverse people. We also offer variety of programs in accordance with the level of the participants, such as group lessons by Japanese teachers and one-on-one lessons by native teachers, to enable the students to maintain high motivation and continue their study.



Scene of "English Conversation Training System"

The Learning Language Overseas System incorporates homestay at local families so that the participants can acquire mindset that is important for working with diverse people. The participants continue making communications voluntarily while struggling with the wall of language, in the actual encounter with different culture. The program is producing clear growth of each participant.

Topics

Introduction of our overseas subsidiary (NCK)

NCK is located in Pyeongtaek city (80km south of Seoul) in Gyeonggi Province, South Korea and is researching, manufacturing and selling SUNEVER and BARC. The products are sold not only in South Korea but also exported to Asia and North America.

The number of employees is about 70, out of which 9 are Japanese staff who are posted there. They are engaged in sale, research, or work at the plant and try to carry out work smoothly by close communication with local staff.

In order to respond to the increasing demand, the manufacturing plant was upgraded this year. We will continue carrying out business activities to make NCK a company that contributes to the world as a major site of the functional materials business.



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