

Strengthening of Nissan Group's Business Base

We are working to secure and develop diverse human resources in order to improve our R&D capabilities and product quality. We also aim to strengthen our business foundation by creating a workplace where each employee can work comfortably, and to enhance our ability to respond to the various demands of societies.

Securing and Developing Human Resources

We believe the essence for human resource development is that each employee will continue to educate themselves voluntarily in their efforts to develop themselves. Therefore, we have established various human resource development programs by employment tier, including self-start training, for our employees who aspire to learn new things and develop themselves. In addition, we started a new human resources development program in FY2019 based on the Ideal Human Resources Portfolio, a guideline for human resources development.

Intrapreneurship Program (started in FY2019)

We have started an intrapreneur (in-house entrepreneur) training program with the goal of developing the abilities of entrepreneurs and fostering them. With the support of active entrepreneurs, participants practiced behavioral skills in mixed team selected from multiple departments and acquired the ability as innovators through trial and error.



Intrapreneurship program

Manager Training (started in FY2019)

We have started training for section chiefs with the aim of developing managers who "provide direction, guiding organizations and people".

Through repeated sharing and introspection of real events in organizational management and raising awareness of challenges, there is a movement among members to aim for organizational innovation voluntarily.

Self-start Training

For the purpose of laying a foundation for self-starting human resources who "think and do what they should do," technical employees focus on training which involves "creating original plans and executing them" for a period of two years after entering the company and office employees focusing on the same for three years after entering the company. The ideas proposed by young employees during this training are often adopted and used in subsequent work.



Self-start training

Overseas Language Study Program

In order to work in a diversified workplace, we believe that it is important to understand each other's cultural backgrounds and ideas to understand each other, not only language.

Therefore, we have introduced an overseas language study program with the aim of having employees learn by experiencing and following different cultures. In FY2019, we extended the existing program length by one month to improve it further.

Lump Sum Payment for COVID-19 Support

As a measure against the spread of COVID-19, we started working from home in March. At the same time, we have taken measures to prevent the spread of infection, such as promoting staggered work. While all employees made an effort to prevent infection, we were able to achieve the highest profit in the fiscal year ended March 2020. It is the result of efforts to respond to changes even during unusual times and complete work while formulating clever plans. With the desire to respond to this result and the meaning of expecting further inspiration in the future, we provided all employees with a lump sum payment for COVID-19 support at the end of June.

Promotion of Diversity

At Nissan Chemical, a diverse range of individuals have been actively contributing to the Group in a wide range of fields irrespective of the age, gender, nationality, or other factors. From here on, we will further promote diversity in order to improve our corporate value by taking advantage of diversity that is not represented by attributes, such as values, abilities, and experience.

Promoting Active Participation of Women in the Workplace

With regard to creating a work environment where women employees can play an active role, we have been working on efforts in order to provide them with a good work-life balance.

In addition, with regard to the promotion of women, we have set our target to increase the ratio of females among employees in regular position to 10% by the end of FY2020. We are working so that 30% or more of new graduates hired for regular positions are females.

We are also working to expand the career areas of women in each department within the company.

Employees with Foreign Nationalities

In regards to our employees with foreign nationalities, we have a track record of hiring employees with work experience, new graduates, etc. However, we believe that further promotion of excellent foreigners is essential for further overseas expansion. Since 2017, we have been strengthening recruitment of international students with five foreign employees joining the company since that time. Moving forward, we will continue to promote diversification of human resources through means including providing information continuously to international students.

Creation of a Comfortable Workplace

With recognition of growing concern for labor shortage due to the declining birthrate and population aging as well as diverse working styles, our Group promotes initiatives that enable employees to work in a highly productive manner and achieve a good work-life balance.

Introduction of Systems for Promoting a Good Work-Life Balance

We have introduced systems and made improvements for promoting a good work-life balance. These include the introduction of a flextime system, hourly leave system, improvement of annual leave rate (at least 70% of available annual leave time taken), and introduction of a system which allows expired paid leave to be used for nursing/caregiving. In 2018, we were granted the Next Generation Accreditation Mark



(Kurumin) by the Ministry of Health, Labour, and Welfare for our efforts as a company to support childcare.

Promotion of Appropriate Work Hours

We are making various efforts to provide appropriate work hours.

For example, we are promoting the introduction of a new work management system for grasping and visualizing working hours and the number of days left for annual leave in a timely manner based on our own strict standards that exceed legal standards. We have also provided training for managers for managing working hours.

Health Management

Basic Health Policy

The President of Nissan Chemical unveiled the company's Basic Health Policy in July 2018.

Basic Health Policy

Mental and physical health is a foundation that supports sound corporate growth from the viewpoint of the happiness of employees and their families, as well as the trust of the corporate and the smooth operation of the business. We and our employees will work together to promote initiatives aimed at maintaining and promoting health in a multifaceted manner and aim to be a dynamic company.

1. Employees' health is based on their own management and we will provide support.
2. We will implement effective and flexible measures through smooth internal and external cooperation.
3. We will ensure the proper use and management of personal information and comply with laws and regulations.

The policy's three main areas of focus are lifestyle-related diseases measures, mental health care, and quitting smoking. Working together with the Health Insurance Association, we are implementing measures for each. We also established the Health Promotion Office in August 2020.

Certified Health and Productivity Management Organization (White 500)

We have been recognized for the results of our health management initiatives under the "Certified Health and Productivity Management Organization Recognition Program (White 500)" for four consecutive years by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.