

The Mitsui Chemicals Group "CSR Report 2012"

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CSR Report 2012

A social contribution that ties closely to the local community through dream-inspiring innovations—



Message from the President



Special Feature



The Mitsui Chemicals Group's Business Categories and Main Products

CSR News

► Archives

2011.10.27

[Aid to Flood Victims in Thailand](#)

► CSR Site Map

For quick access to needed information

► CSR Management

- CSR in the Mitsui Chemicals Group
- Management Framework

► Responsible Care

- Occupational health and safety
- Process Safety and Disaster Prevention
- Environmental Protection
- Chemical management
- Quality
- Logistics
- RC Promotion System

► Communication with Society

- Respect for Human Rights
- Working with our Customers
- Working with our suppliers
- Working with our Shareholders
- Working with our Employees
- Working with Industry and Academia
- Working with Local Communities
- Social contribution activities
- Disaster Recovery Support

Safety Summary Sheet

Corporate Governance

► News Release

► Business & Products

► IR Information

Browse (list view)

► CSR Site Map

For quick access to needed information.

► Guideline Cross-Reference Tables

This section features cross-reference tables for environmental, social and economic requirements set out under international Global Reporting Initiative (GRI) guidelines and ISO 26000.

► Performance Data

Data relating to environmental impact, conservation and more

Expanding and improving activities

► About CSR Report 2012

The philosophy behind our CSR (social and environmental) communication activities and focus on online resources

► Feedback from Inside and Outside the Company

This section features expert feedback regarding our fiscal 2012 CSR Report and the results from our latest survey.

► Download CSR Reports

Our latest report and previous reports are available as PDF files and in Digital Book format.

We welcome any suggestions that will help us to improve our social contribution activities here at Mitsui Chemicals. Please click on the Questionnaire button to tell us what you think.

We welcome your comments and feedback

Message from the President

Explosion and fire at Iwakuni-Ohtake Works

On April 22, 2012, an explosion occurred and a fire broke out at the resorcinol production facilities at our Iwakuni-Ohtake Works.

This accident sadly claimed the life of one of our employees and left 25 others injured, including members of the local community. It also caused damage to homes and property owned by local residents and companies. We extend our heartfelt condolences to the family of the deceased and offer our sincerest apologies to all those who were injured or suffered damage to their homes or property.

We would also like to apologize deeply for the inconvenience and concern caused to local residents and companies, the authorities, our customers and any other stakeholders as a result of this accident.

We quickly established an Accident Investigation Committee consisting of outside experts in order to investigate the cause of the accident. Having met six times to date, the committee has identified the direct cause of the accident and approved measures set out by the company to prevent a recurrence.

Taking all of this on board, we compiled an official report detailing the cause of the accident and preventive measures taken, and submitted it to the relevant authorities on August 16. The report was officially accepted on August 20.



Toshikazu Tanaka
President & CEO
Mitsui Chemicals, Inc.

T. Tanaka

On June 19, 2012, we established the Fundamental Safety Committee, chaired by myself, and began conducting a comprehensive safety review of the entire company. The role of the committee, in which outside experts participate, will be to identify the root causes of any safety issues inherent in the people, organization, technology, culture or other areas, and to formulate and implement measures to strengthen the fundamental aspects of safety at the company.

We have always regarded “safety as a top priority” in everything we do here at the Mitsui Chemicals Group. All of our employees are committed to eliminating accidents too. That makes it all the more regrettable when an accident such as this does occur. Taking on board input from independent experts, we are determined and confident that we will not allow an accident like this to occur again. We will make every effort to implement preventive measures and reinforce safety management.

➡ Explosion and Fire at Iwakuni-Ohtake Works (#11)

Three-axis management and results for fiscal 2012

Here at the Mitsui Chemicals Group, we have been setting ourselves targets along three key axes – economic, environmental and social – and working to achieve those targets via our system of three-axis management ever since fiscal 2008, in an effort to contribute to the sustainable development of society and our own operations.

Fiscal 2012, the first year of our 2011 Mid-Term Business Plan, was a difficult year all round, resulting in operating income totaling ¥21.6 billion. This was partially due to the impact of the Great East Japan Earthquake and sovereign risks sparked by the financial crisis in Europe, compounded by a sudden decline in demand in Asia and other emerging markets and the yen remaining at an historical high.

In terms of the environment meanwhile, we managed to reduce greenhouse gas emissions by 50,000 tons through energy saving measures such as accelerating optimization of boilers at our Iwakuni-Ohtake Works, far exceeding our target of 10,000 tons.

From a social standpoint, we successfully reduced the overall frequency of accidents in the workplace. We were unable to achieve our target of completely eliminating accidents however, and still have some serious issues to address as a result of the recent accident at the resorcinol production facilities at our Iwakuni-Ohtake Works.

Progress with our Mid-Term Business Plan

One of our basic strategies is the “expansion of businesses more resilient to changing economic conditions”. With that in

mind, we are working on a business plan for ammonia in Brunei, to produce raw materials for the growing fertilizer market as worldwide demand for food continues to increase in the future.

Our Tahara Mega Solar Project meanwhile is scheduled to get underway in fiscal 2013, with the aim of launching the largest scale solar and wind power generation venture in Japan in fiscal 2014. Turning this project into a reality will give a major boost to product development activities in the field of renewable energy here at the Mitsui Chemicals Group and make a real difference to the environment.


We have also switched to total emissions as the basis of our mid-term greenhouse gas reduction targets, as opposed to previous targets based on specific consumption. We are working to achieve a 9% reduction (500,000 tons) compared to levels in fiscal 1991, and expect to exceed that target in fiscal 2014.

Response to the Great East Japan Earthquake

We would like to once again extend our sympathies to all those who have been affected by the Great East Japan Earthquake, including those who still have to deal with inconveniences on a day-to-day basis.

We have been providing assistance for people in the affected area ever since the immediate aftermath of the earthquake, through a range of different activities. Specifically, we made donations and sent out emergency supplies such as polyurethane mattresses, waterproof tarps and plastic tanks.

We have also sent group employees out to local schools and children's centers to organize "Adventure Class in Wonder Chemistry" experiment classes for children, at the request of people in the affected area. Activities such as these help stimulate intellectual curiosity in children who no longer have anywhere to play, or the time to do so, and provide them with fun, memorable experiences that they can share together. Initiatives such as these, combining intelligence with hard work, epitomize our attitude here at Mitsui Chemicals. We will keep on working closely with the affected area in the future, as it continues along the road to recovery.

 We support the UN Global Compact.

UN Global Compact

We support the UN Global Compact.

We signed up to the UN Global Compact in January 2008 and are determined to do our bit as a responsible corporate citizen to tackle global issues. With ISO 26000 in place and demand for global initiatives greater than ever, we are committed to upholding the ten principles of the Global Compact and always take the greatest possible care to protect human rights and the environment.



 United Nations Global Compact 

Cross-reference table for the ten principals of the UN Global Compact

The 10 principles of the UN Global Compact			Reference pages (website)
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	Purchasing Policy CSR Procurement Personnel Advancement and Utilization
	Principle 2	make sure that they are not complicit in human rights abuses.	Purchasing Policy CSR Procurement Personnel Advancement and Utilization
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Labor Relations Based on Frank Dialog and Mutual Understanding
	Principle 4	the elimination of all forms of forced and compulsory labour;	CSR Procurement
	Principle 5	the effective abolition of child labour; and	CSR Procurement
	Principle 6	the elimination of discrimination in respect of employment and occupation.	Efforts to improve awareness and conduct as a "good and trustworthy company" Promoting and utilizing human resources
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	Commitment to Global Warming Prevention
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	Message from the President Efforts to improve awareness and conduct as a "good and trustworthy company" Identifying Key CSR Challenges Responsible Care Policy Purchasing Policy Ensuring the Safety of Chemicals and Chemical Products Environmental Protection Assessment of Environmental Impact Assessment (Eco-Efficiency) Environmental Accounting Commitment to Global Warming Prevention Industrial Waste Reduction Substances Subject to the PRTR Act Hazardous Air Pollutants Volatile Organic Compounds

			Environmental Impact (NOx, COD, etc.)
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	<p>The Mitsui Chemicals' Group's Business Categories and Main Products</p> <p>Efforts to improve awareness and conduct as a “good and trustworthy company”</p> <p>Responsible Care Policy</p> <p>Promotion of Joint Research and Projects</p>
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Efforts to improve awareness and conduct as a “good and trustworthy company”</p> <p>Risk Management System</p> <p>Compliance Training</p>

Special Feature

Learning lessons from the accident at our Iwakuni-Ohtake Works
Launching fundamental safety measures



On April 22, 2012, an accident involving an explosion and fire occurred at the resorcinol plant at our Iwakuni-Ohtake Works. We would once again like to apologize sincerely to the many stakeholders who were inconvenienced as a result. Following the accident, we quickly put together an Accident Investigation Committee consisting of outside experts, and in August 2012 submitted an accident report to the relevant authorities, detailing the causes of the accident and subsequent preventive measures.

Explosion and Fire at Iwakuni-Ohtake Works (#11)

On January 23, 2013, the Accident Investigation Committee published its final report. In addition to outlining the direct causes of the accident and preventive measures, the report examined causes in greater depth and explained additional measures taken as a result.

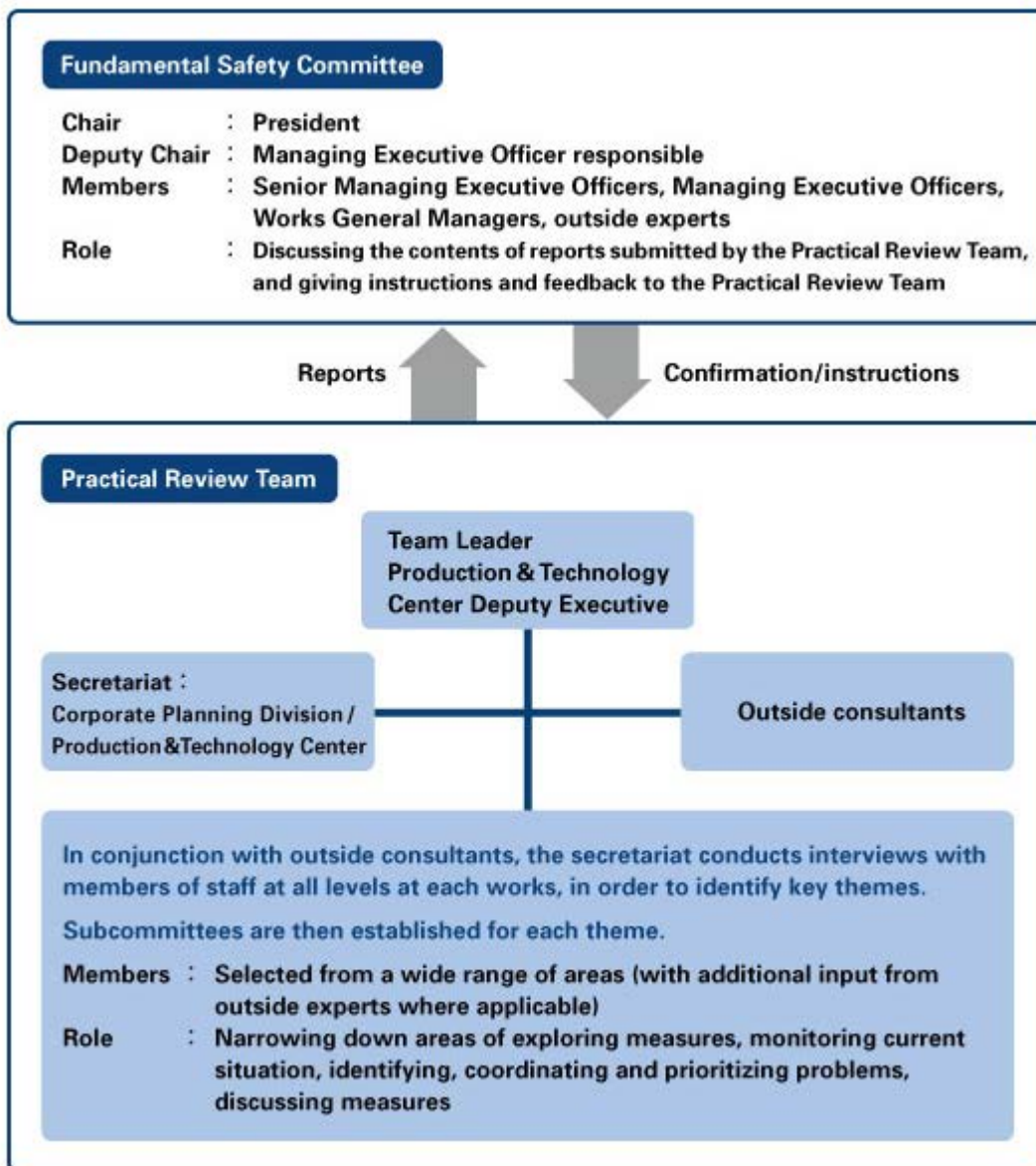
We also established a Fundamental Safety Committee, chaired by the President, and carried out a comprehensive review of companywide safety practices.

We asked then Production & Technology Center Deputy Executive Hideki Matsuo, who headed up the Fundamental Safety Committee's Practical Review Team once the committee had reached its conclusions, about the direction of the committee's discussions.

To Become a Safe Chemical Manufacturer - Our Future Efforts in Fundamental Safety - (PDF : 109KB)

We also spoke to Masaki Nagayama, Director of the Safety & Environmental Management Department at our Ichihara Works, about frontline safety initiatives based on the committee's conclusions, so as to provide an overview of fundamental safety measures currently being implemented on a companywide basis. Through ongoing efforts such as these, and initiatives that are firmly rooted in reality, we are determined to do everything within our power to prevent any further accidents.

Organizational Structure of the Fundamental Safety Committee



Fundamental Safety Committee

Creating a corporate culture with a stronger emphasis on safety,
based on three broad issues and 11 specific measures



Hideki Matsuo
Executive Officer
Center Executive, Production & Technology Center
Mitsui Chemicals, Inc.

The Iwakuni-Ohtake Works Resorcinol Accident Investigation Committee, a group of outside experts, completed its report on January 23, 2013. Entitled “Efforts in Fundamental Safety: You are responsible for your own safety. What should you do to stay safe?” (“Fundamental Safety”), we went right ahead and published the report that same day.

Fundamental Safety focused on three broad issues and 11 specific issues, identified as a result of a companywide investigation and subsequent discussions.

The three issues were (1) “line manager focus and proper management of worksite,” (2) “improve technical skills and ensure skills are passed down,” and (3) “ensure safety is the top priority, cultivate professionalism, and give workers a sense of accomplishment.”

Within those three issues, the report then identified 11 specific measures, including “reduce work load to allow line managers to focus sufficient attention on managing worksites,” “train engineers to understand onsite work,” “review technical assessment systems and structure to prevent problems,” “cultivate and strengthen professionalism,” and “implement measures to give workers a sense of accomplishment in safety performance and operations.”

The report was compiled by the Fundamental Safety Committee, chaired by President Toshikazu Tanaka. According to Hideki Matsuo, Executive Officer and Center Executive of Mitsui Chemicals' Production & Technology Center, (then Production & Technology Center Deputy Executive), who headed up the committee's Practical Review Team, “the subtitle to Fundamental Safety – ‘You are responsible for your own safety. What should you do to stay safe?’ – really captures the essence of our activities.”

“As well as physically improving working environments and equipment in order to ensure safety, we need individual employees to think independently and autonomously about risks and hazards, and to come up with improvements for themselves. We need to create a culture in which people are more proactive about ensuring safety, rather than just waiting for instructions.”

That applies to employees at Head Office and other branches too, as well as the company's works. When going up or down emergency staircases for instance, we should all make a conscious effort to use the handrail.

“If we can establish safety initiatives and efforts to improve safety standards as part of our corporate culture, it will help us to create a team in which each and every employee has a strong sense of professionalism. Those are the two essential elements we need to ensure safety.”

Examining safety measures from a new perspective

Following the accident, we immediately put together an Accident Investigation Committee consisting of outside experts, and worked with the committee to ensure that the causes of the accident were investigated fairly and objectively. In May 2012, we set up a Fundamental Safety Committee and began a comprehensive review of all of our safety systems, including group companies.

The committee highlighted four key points, namely “ability to think,” “professionalism,” “technical skills” and “responsibility, authority and roles.” Interviews were then conducted based on these key points with around 350 employees at five different works, in an effort to identify problem areas. To encourage employees to speak their mind, outside consultants were brought in to actually conduct the interviews. At the same time, three working groups were set up to discuss matters in more depth, one to “review and study line operations,” one to “study technical skills and passing down of such skills” and one to “study motivation.”

In November 2009, an accident occurred involving nitrogen trifluoride filling facilities at Shimonoseki Mitsui Chemicals, one of our affiliates. The accident affected a great many people, including local residents, and prompted us to step up safety initiatives as a result. If anything, employees at our Iwakuni Works were more determined in their safety initiatives than anywhere else.

“Even so, that didn't stop another accident occurring at Iwakuni. We realized that we needed to examine safety measures from an entirely new perspective if we wanted to prevent any further accidents from happening. That's why we decided to bring in outside consultants to conduct interviews and identify problem areas.”

While this was going on, President Tanaka toured round all of the company's sites, including overseas facilities, and joined in discussion sessions with around 3,400 employees during the period from August to September. Having explained, “safety is for your own benefit, for the benefit of your family, and for the benefit of your colleagues,” the President called

on all employees to “think for yourself about how to ensure safety, based on our stated aim of putting safety first in everything we do.”

According to Matsuo, “the working groups focused more closely on fundamental issues, and continued to discuss coordinated measures involving both Head Office and the company's works.”

To enable line managers to focus management activities on their respective worksites for instance, requests will no longer be given directly from individual divisions at Head Office to specific worksites within each works, as previously. This represents a bold departure in terms of operating methods. We will also be dividing sections within each works, so that they are suitably scaled to ensure proper management, even it costs more. This will enable section managers to get down onto their worksites, establish a clear picture with their own eyes and communicate effectively with their employees.

In terms of improving and passing down technical skills, we will be focusing human resource development measures mainly on engineers. We will be rotating personnel in order to give engineers a better understanding of onsite work and to enable section managers to manage their sections properly. As part of measures aimed at ensuring safety is our top priority, cultivating professionalism and giving workers a sense of accomplishment, we intend to create organizations in which safety and environmental departments have more authority and responsibility when it comes to monitoring and providing instructions on safety. As well as introducing an incentive scheme, we are also taking steps to create more attractive positions for line managers so that employees would aim to be promoted to line managers and to strengthen teamwork. We are determined that measures such as these will produce real results in terms of safety, by ensuring that all employees uphold the principles and initiatives set out by their works.

“Safety depends on every aspect of manufacturing.”



We have earmarked “efforts in fundamental safety” as one of our companywide objectives for fiscal 2014 and have also taken budgetary measures. As well as continuing to explore worksite-specific initiatives via the Fundamental Safety Committee, we are also planning to bring in outside experts and related organizations to conduct assessments. In response, one of the members of the Accident Investigation Committee commented, “including the company's culture and operating systems like that is genuinely fundamental.”

One point that Matsuo was particularly keen to stress is that “safety depends on every aspect of manufacturing.” Ensuring safety will not only improve the quality of manufacturing at Mitsui Chemicals, but it will also strengthen our business.

Maintaining safe works and a safe company is crucial in order to earn public trust and improve people's opinions of what we do. “Safety initiatives have nothing to do with looking back over our shoulders. We are looking ahead and are focused on ensuring that all of our employees to learn valuable lessons from this accident. We are determined to put our heads together and create an environment in which all of our employees can actively ensure safety.”

Initiatives at the Ichihara Works

Devising policies based on a deeper, stronger sense of reality
and an understanding of the true meaning of safety



Masaki Nagayama
Director, Safety & Environmental Department
Ichihara Works
Mitsui Chemicals, Inc.

The Ichihara Works acts as a “mother plant” for the Mitsui Chemicals Group. It has therefore started to develop new safety measures, in line with the company’s “efforts in fundamental safety,” to serve as an example to the rest of the group. Masaki Nagayama is Director of the Safety & Environmental Department, which is in charge of safety measures at the Ichihara Works. On the subject of Fundamental Safety, he commented, “I believe that ‘people’ are key. Although some of the specific measures aren’t new as such, we nonetheless need to fundamentally reassess how we go about the relevant activities.”

By way of a concrete example, Nagayama is quick to highlight the works’ approach to training. It already made extensive use of photos and illustration diagrams in its manuals and procedures, to make them easier to understand at a glance. It has always passed down technical skills meanwhile through on-the-job training (OJT), supplemented by videos of experienced workers carrying out procedures and frequent training for young employees at Mitsui Chemicals’ Technical Training Center, located at our Mobara Branch Factory in Chiba prefecture.

“Fundamental Safety strongly recommends practical and safety training at the Technical Training Center, in order to improve and pass down technical skills. It was left to us however to come up with measures to translate that into concrete results. It’s obviously important to provide more learning opportunities, but we need to explore measures that provide a more in-depth understanding too. I’d say that’s what the word ‘fundamental’ means.”

Nagayama emphasizes the importance of “know-why,” as well as know-how, as part of employees’ day-to-day efforts to ensure safety. Having spent many years tackling safety issues, this has become something of a guiding principle or personal motto for Nagayama. It also ties in perfectly with the mantra set out in Fundamental Safety; “you are responsible for your own safety.”

“We need to get people into the habit of thinking about the ‘know-why’. That’s one of the prerequisites for specific training in areas such as operating machinery. If you immediately question things as soon as you sense that something is out of the ordinary, you will help to prevent accidents. If you ignore things like that, you end up falling behind and spending all your time dealing with problems after the fact.”

The dilemma of being an outstanding plant

Promoting a working understanding of all processes

One of the measures set out in Fundamental Safety to improve technical skills is to “conduct risk assessment when constructing, reinforcing and modifying equipment, and review technical assessment systems and structure to prevent problems.” In reality however, that poses a considerable challenge when it comes to actual worksites. There is a dilemma that any facility faces once its industrial technology reaches maturity.

“Some of our more experienced employees were involved in setting up the works. Due to the standard of equipment back then, they had lots of opportunities to work hands-on with machinery, following malfunctions for instance. They learnt things by physically doing them. As our equipment is far better quality these days, there are fewer opportunities to start up or shut down plants. Some of our younger employees probably think of a plant as something that never stops running. Needless to say, there are fewer opportunities to physically learn things too.”

Compounded by varying safety perceptions, between employees at different position levels or of different ages, Nagayama feels that this dilemma makes safety training harder.

“As a chemical company, we handle high-pressure gases and plenty of other hazardous materials. I’m sure that young employees on the shop floor are paying closer attention to risks and safety than other people their age. At the same time however, we all tend to carry out highly specialized operations, meaning that we know little or nothing about what goes on in other departments. Personally, I think that we need a working knowledge and understanding of all processes if we are genuinely going to make safety our top priority. It’s going to be difficult if things remain as they are now. That’s why we need new concepts and ideas. Fundamental Safety proposes measures based on a clear understanding of issues such as that.”

Nagayama isn’t prepared to sit back and do nothing. He is constantly working hard to share information on hazards, get hands-on with machinery and learn more about processes in general. KY (*kiken yochi* (hazard prediction)) advisors play a central role for instance, by sharing information on any potential hazards, even if there have been no “near misses” as yet. They check the industrial accident database every day and take steps to eliminate worksite hazards whenever there is any

new information.

Things didn't go according to plan following the emergency shutdown (ESD) initiated after the accident at the Iwakuni-Ohtake Works. Building on lessons learnt from that experience, training based on unexpected phenomena following an ESD was conducted across all of its production facilities.

In addition, a system was introduced whereby production and technical divisions work together to manage plants. Under the new system, technical members of staff responsible for equipment management train operating staff on key points to look out for when on patrol.

"It's a case of eliminating the constraints between managing and operating staff, and getting them to share their expertise with one another. That will help to improve technical skills and cultivate professionalism, enabling us to make safety our top priority."

Teaching employees the basic importance of "visualizing" safety activities



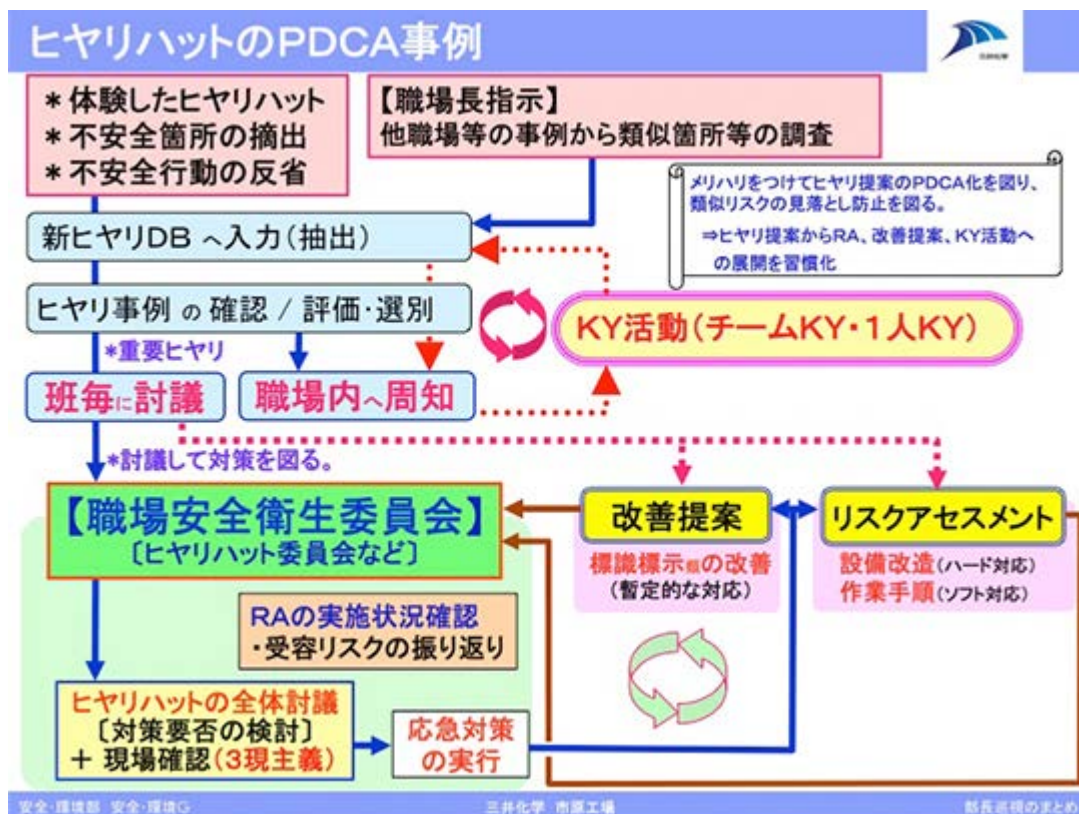
According to Nagayama, the basic elements of safety activities have always been the same, including improving KY standards, capitalizing on "near misses," implementing the 5Ss*, and actively coming up with ideas for improvements. As mentioned earlier however, hazards start to seem less real as the quality of equipment continues to improve. In many cases, employees feel like safety initiatives are "what they are forced to do." As a result, employees are less aware of the basics, and the importance of integrating safety activities into all operations, and tend to engage in activities on a more sporadic basis.

Nagayama is now focusing on the importance of "visualizing safety activities." This refers to the process of carefully analyzing worksite operations and visualizing key points in terms of safety, so that specific measures can be devised and introduced at each worksite. The aim of visualization activities such as these, and hands-on experience, is to get employees to appreciate the importance of basic activities and integrating them into all operations. That is why "managers need to adopt the same perspective as worksite operators and partner companies."

He has just one final point to add. "It is our mission to ensure safety and give people peace of mind, not just for ourselves but for others too, including members of the local communities and the authorities. That's why we need to tell people about our efforts. In the future, we intend to look into activities such as showing the community what our worksites are doing to ensure safety."

*5Ss: *seiri* (tidiness), *seiton* (orderliness), *seiso* (sweeping), *seiketsu* (cleanliness), and *shitsuke* (discipline)

Examples of "visualizing safety activities"



The Mitsui Chemicals' Group's Business Categories and Main Products

The Mitsui Chemicals Group provides a whole host of useful materials and products for a brighter future.

The chemical industry is all about dreaming up new ways to improve and enrich people's lives. The Mitsui Chemicals Group provides innovative technologies and materials that are designed to benefit society as a whole across a wide range of business categories, from automotive, electronic and IT materials to lifestyle, environment, energy and packaging materials. This section introduces some of the flagship products in each of the Mitsui Chemicals Group's four main business categories.

The Mitsui Chemicals' Group's Business Categories and Main Products (FY2013)

- Industrial and lifestyle materials
- Comfort and functional materials
- New energy and environmental material
- Health and high quality materials

Industrial and lifestyle materials for a more convenient and stable life (Clothing, food, housing materials, etc.)

Our global supply network provides wide-ranging support for social infrastructure and people's everyday lives.

Basic Chemicals

Raw materials for polyester fibers

- Purified terephthalic acid (PTA)

Polycarbonate resins

- Phenols



PTA is the raw material used to make polyester fibers, which in turn are used in various types of clothing.

Packaging Materials

Drinks bottles, packaging for food products, detergents, cosmetics and pharmaceuticals

- Mitsui PET™
- Polyethylene (Evolue™), etc.
- Polypropylene (Prime Polypro™)



Mitsui PET™ is used in a wide range of containers, including drinks bottles and food packaging. Thanks to their outstanding rigidity and strength, Evolue™ films are used for purposes such as drinks bottles and functional packaging for everyday items.



Prime Polypro™ is used for a wide range of purposes, including single-serving jelly pots and sealable films.

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Comfort and functional materials

for a safe and full life
(High-grade materials, electronic
and IT materials, automotive materials, etc.)

We provide growth industries with
highly functional products and help to
enrich people's lives.

Semiconductor process materials

Wafer back-grinding protective tape

- ICROS™ TAPE

Dust-proof photomask covers

- Mitsui Pellicle

Etching/cleaning gas

- Nitrogen trifluoride



ICROS™ TAPE is designed to protect the surface of wafers from backgrinding during wafer processing as part of the semiconductor manufacturing process.

Disposable diapers and everyday items

Nonwoven fabric

- SYNTEX™

Breathable film

- ESPOIR™

Shape-holding materials

- TEKNOROTE



ESPOIR™ nonwoven films are used to make disposable diapers, thanks to their outstanding breathability.



TEKNOROTE is used in items such as facemasks. It is a user-friendly material that enables masks to be freely adjusted whilst in use.

Everyday and household films

Preserving film for fresh food

- Spash™

Fast biodegradable film

- Palseal™ CB



In addition to preserving fresh food to keep it fresh, Spash™ can also be used to prevent fruit, vegetables and flowers from wilting or losing their color.



Palseal™ CB garbage bags are made from a combination of biodegradable resins so that they biodegrade quickly inside garbage disposal units. As Palseal™ CB bags can be put straight into the garbage disposal, they make the disposal process more hygienic and convenient.

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New energy and environmental materials

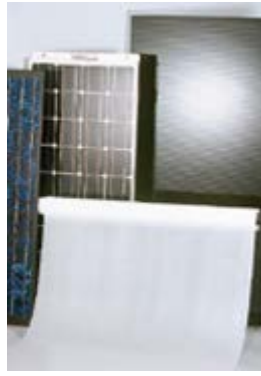
for a more environmentally friendly life
(Solar power, biomass, etc.)

We do our bit to help solve key
issues facing mankind, by
providing environmental solutions
in new growth markets for instance.

Solar power components

Solar cells

- SOLAR EVA™
- Monosilane



High durability SOLAR EVA™ plastic sheets are used to encapsulate the entire base of each solar cell, in order to protect the cell.

Materials for eco-friendly vehicles

Lithium ion battery components

- MiReT™ (electrolytes)
- CHEMIPPEARL™ (electrode binder)

Biomass chemicals

Biopolyurethane

- ECONICOL®



ECONICOL® is a polyurethane made from plant-based materials and is used in a wide range of products, such as furniture, bedding and car seat cushions.

Lightweight automotive materials

Adhesive polyolefins

- ADMER™

Olefin copolymers

- TAFMER™

Thermoplastic elastomer

- MILASTOMER™



In combination with barrier resins, ADMER™ polyolefins help to prevent leaks from fuel tanks and reduce the weight of tanks themselves.



TAFMER™ improves the shock resistance of automotive plastics so that they can be used in place of metals to help make vehicles lighter.



MILASTOMER™ is used for interior automotive materials (door rims, interior panels, etc.) in

Health and high quality materials

for a comfortable, high quality life
(Healthcare, catalysts, agrochemicals, etc.)

We create high quality products in order to
contribute to areas such as healthcare,
elderly care, agriculture and catalysis
science in new and different ways.

Lens materials

High refractive index optical lenses

- MR™ series



The MR™ series consists of raw materials for high quality optical plastic lenses, combining a high refractive index with superior shock resistance. MR™ materials enable optical lenses to be light yet strong.

Dental materials

Resin cements for dental adhesives

- Super-Bond



Super-Bond resin cements are used in dental adhesives. Thanks to their outstanding adhesive performance and biocompatibility, they have been highly acclaimed by dentists and are widely used by patients all over the world.

Agrochemicals

Environmentally friendly crop protection

- Afetto® flowable pesticide
- ANIKI® emulsion pesticide

Great-tasting, late-flowering, high-yield hybrid rice

- Mitsuhihari 2003 and 2005



Mitsuhihari 2003 and 2005 are late-flowering, high-yield strains of rice that taste great.

Afetto® flowable is a broad-spectrum pesticide that has outstanding preventive effects on vegetable and fruit plants. It can be used on a wide range of crops, right until the day before harvest.

CSR Management

We believe that CSR is the very essence of management. This section outlines the Mitsui Chemicals Group's approach to CSR and our CSR management framework, based on our three-pronged approach to management, focusing on the economy, the environment and society.

► CSR in the Mitsui Chemicals Group

Ever since we established a dedicated CSR division in 2005, we have been continually working to create a “good and trustworthy company” that is trusted by the public and makes its employees feel proud and motivated. That is the aim of our CSR activities within the Mitsui Chemicals Group.

► The aims of CSR

► Framework for the creation of a “good and trustworthy company”

► Identifying Key CSR Challenges

► Mitsui Chemicals' commitment to ISO 26000

► Management Framework

A robust management framework is essential to earn the trust of our stakeholders and fulfill our corporate social responsibilities. We regard the effective operation of our management framework as the very cornerstone of our business.

► Goals and Results

► Corporate Governance

► Risk Management Framework

► Compliance Training

CSR in the Mitsui Chemicals Group

▼ The aims of CSR

▶ Framework for the creation of a “good and trustworthy company”

▶ Identifying Key CSR Challenges

▶ Mitsui Chemicals' commitment to ISO 26000

The aims of CSR

The aim of our CSR activities is to establish the Mitsui Chemicals Group as a “good and trustworthy company” that is trusted by its stakeholders, especially members of the public, and that makes every one of its employees feel proud and motivated. The most important thing we can do to put that into practice is to continually think about what society expects from us and wants us to do, both now and in the future, so that we can continue to act and take on new challenges accordingly.

As part of our Grand Design, which we formulated as a basic management framework for the entire Mitsui Chemicals Group in fiscal 2008, we have continued to set out and work towards annual and medium-term management targets along economic, environmental and social axes. Since fiscal 2011, we have been working to achieve our goal of becoming a “good and trustworthy company” based on a set of Key CSR Challenges, with the aim of ensuring that individual departments are working towards the same direction, and through initiatives such as workplace-led Two-Way Communication activities (discussion sessions between senior and junior members of staff and colleagues in each workplace).

...> Key CSR Challenges for FY2013 ...> Two-Way Communication

...> Mitsui Chemicals Group Grand Design ...> Mid-term Business Plan

Our approach to becoming a “good and trustworthy company”



CSR in the Mitsui Chemicals Group

► The aims of CSR

▼ Framework for the creation of a “good and trustworthy company”

► Identifying Key CSR Challenges

► Mitsui Chemicals' commitment to ISO 26000

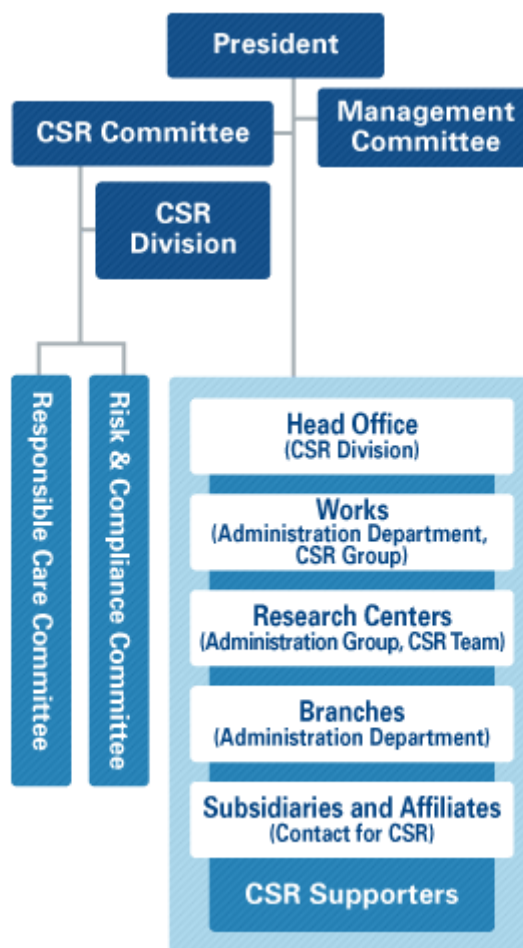
Framework for the creation of a “good and trustworthy company”

Our CSR Committee, which is chaired by the President and meets twice a year as a rule, is responsible for discussing and finalizing plans and policies relating to CSR activities within the Mitsui Chemicals Group. This includes our Key CSR Challenges, which provide the basis for individual organizations throughout the company to formulate and implement their own plans.

In an effort to shift focus onto active initiatives as part of our groupwide business activities, we extended membership of the CSR Committee to include the heads of all divisions within the company (Directors and General Managers) in fiscal 2011 and have been discussing specific initiatives ever since.

Having set up supervisory CSR departments at each of our sites, branches and affiliates, we are working to promote CSR in line with their respective characteristics, whilst also reinforcing collaboration within the group.

CSR Promotion Framework



Efforts to improve awareness and conduct as a “good and trustworthy company”

In order to retain the public's trust and meet their expectations, we have identified the following three “Essential Principles” and are committed to putting them into practice on a companywide scale.

1. Adopt a proactive, outward-looking attitude
2. Think for yourself and take on new challenges
3. Maintain mutual trust and solidarity

We have been organizing Two-Way Communication sessions throughout the Mitsui Chemicals Group since fiscal 2008. Sessions are led by the line manager in each workplace and attended by all members of staff. They revolve around free and open discussion, covering topics such as what members of staff can do to create a “good and trustworthy company” and how to put our Essential Principles into practice, and two-way communication geared towards taking action. We encourage members of staff to honestly discuss a range of different topics in each workplace, including works, branches and affiliated companies as well as Head Office. Rather than merely discussing issues however, it is important to establish a shared awareness, so that all members of staff in the workplace are determined to implement decisions made during communication sessions.

We also have our own “CSR Supporter” scheme, which has been in place since we first established a dedicated CSR division in 2005. CSR Supporters are employees selected from each workplace (having put themselves forward or been recommended) and are instrumental in promoting CSR activities in their respective workplace. As well as playing a key role in social contribution activities, CSR Supporters are currently providing line managers with support in order to promote Two-Way Communication activities.

CSR is an integral part of business. Although it is obviously crucial for top management to show the right attitude and commit to CSR, we also need to get our employees involved, because they are the ones who implement CSR as part of our day-to-day business activities. Rather than adopting a top-down approach only, we are focused on grass-roots initiatives such as our CSR Supporter scheme and Two-Way Communication sessions, ongoing activities that are spearheaded by our employees.

Mitsui Chemicals Group Action Guidelines

Every officer and employee of the Mitsui Chemicals Group will act in accordance with the following action guidelines to enhance the sustainable development of society and company by making contributions to each of our stakeholders*.

* Our stakeholders: customers, suppliers, shareholders/investors, local communities, academia/chemical industry, government, employees/labor market, global environment

We will always act in good faith

Compliance with the laws and regulations

We will give priority to compliance with laws and regulations over any pursuit of profit.

Honesty

We will live up to our conscience with honest words and actions.

Non-tolerance of discrimination

We will not tolerate discrimination against gender, race, nationality, age, religion and disabilities.

Justice and fairness

We will strictly observe the fair competition and trade.

Transparency

We will promptly report and provide precise information without distinguishing between the favorable or unfavorable information.

We will have a high regard for people and society.

Safety first

We will act with a mind-set focused on safety-first policy above all.

Contribution to the global environment

We will conduct R&D, manufacturing and sale of products that will contribute to the protection of the global environment.

Customer satisfaction

We will promptly provide high-quality products and services by accurately grasping customer needs.

Contribution to communities

We will contribute to the development of local communities as members of those communities.

Health enhancement

We will be mindful of enhancing our health and making our workplaces vibrant.

Respect for diversity

We will have mutual respect for the diversity of personalities, individualities and views.

We will aim for the “Dream-Inspiring Innovation”.

Challenging spirit

We will unflinchingly challenge with full trust in our potential without fear of failure.

Creativity

We will create novel values by enhancing our sensitivity.

Workplace-oriented approach

We will always consider and act proactively based on the actual data and facts at workplace.

Self-improvement

We will aim to be world-class professionals with a global view.

Technology dissemination

We will cultivate the next generation by passing on our experiences and technologies.

Teamwork

We will integrate individual strength into the organization through active communication.

CSR in the Mitsui Chemicals Group

► The aims of CSR

► Framework for the creation of a “good and trustworthy company”

▼ Identifying Key CSR Challenges

► Mitsui Chemicals' commitment to ISO 26000

Identifying Key CSR Challenges

To live up to the requirements and expectations of our stakeholders and society as a whole, and to ensure that every member of the Mitsui Chemicals Group is moving in the same direction, we have clearly set out Key CSR Challenges that we need to tackle.

Key CSR Challenges for fiscal 2012

Create a “strong frontline” to:

1. Provide safety, reassurance and stability
2. Focus on technology, business and products to help resolve global issues
3. Improve employee awareness and conduct as a trusted corporate group

Looking back at our activities over the course of fiscal 2012, we made steady progress in terms of focusing on technology, business and products to help resolve global issues (2). Unfortunately however, we have not achieved as much as we would have liked in terms of providing safety, reassurance and stability (1) or improving employee awareness and conduct as a trusted corporate group (3). Overall, we have not yet managed to create a “strong frontline”.

In view of our initiatives in fiscal 2012, we have set out the following Key CSR Challenges for fiscal 2013.

Key CSR Challenges for fiscal 2013

Create “strong frontline capabilities” underpinned by independent thought and a challenging spirit, in order to earn more trust from our stakeholders and continuously enhance corporate value.

“Strong frontline capabilities” in this context extends beyond the manufacturing frontline. We want to create a strong frontline in each and every division that has a hand in our operations as a manufacturer, from manufacturing, sales and research to back-office operations. We need all of our employees on each of these frontlines to be receptive to stakeholders' requirements and to think carefully about how to integrate those requirements into their respective initiatives, so that we can essentially incorporate CSR into our core business activities. As well as earning more trust from our stakeholders, we believe this will help us to maintain and enhance our corporate value.

We are determined to promote independent thought and a challenging spirit throughout the company in the future, so that we can continue to establish “strong frontline capabilities”.

CSR in the Mitsui Chemicals Group

► The aims of CSR

► Framework for the creation of a “good and trustworthy company”

► Identifying Key CSR Challenges

▼ Mitsui Chemicals' commitment to ISO 26000

Mitsui Chemicals' commitment to ISO 26000


ISO 26000, the international standard for social responsibility, was released in November 2010. Applicable to all organizations not just companies, the standard provides guidance specifying an organization's social responsibilities and how they should go about fulfilling those responsibilities.

Unlike other ISO standards, there is no certification requirement with ISO 26000. The standard was formulated over roughly ten years however, based on the interests of various different stakeholders around the world and their opinions on how an organization should conduct itself.

We have always been receptive to feedback from stakeholders and made every effort to incorporate stakeholders' opinions into our activities. In the future however, it will be even more important to understand what society wants from us as a company and to reflect those requirements in our business activities.

The first step will be to determine which areas we need to focus on as part of our existing initiatives, in line with ISO 26000, and realign our priorities to ensure that the standard is reflected in our future activities.

Our fiscal 2012 report summarizes our initiatives according to the seven core areas of social responsibility set out under ISO 26000 and presents them in the form of a cross-reference table.

 ISO 26000 cross-reference table

Management Framework

▼ Goals and Results

▶ Corporate Governance

▶ Risk Management Framework

▶ Compliance Training

Our management framework, which covers everything from corporate governance to risk management and compliance, is crucial to earn the trust of our shareholders, customers, members of the local community and all other stakeholders with an interest in our operations, and fulfill our corporate social responsibilities. Here at the Mitsui Chemicals Group, we are committed to reinforcing our management framework in order to provide stronger foundations for our corporate activities.

Goals and Results

Goals for Fiscal 2012

- Continue to regularly review BCP *

Fiscal 2011 Results

Level achieved: A

- Conduct annual review of BCP

Priorities for Fiscal 2013

- Review BCP and procedure for ensuring the safety of employees in the event of a major earthquake in the Tokyo metropolitan area

*BCP: Business Continuity Plan

※Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Management Framework

► Goals and Results

▼ Corporate Governance

► Risk Management Framework

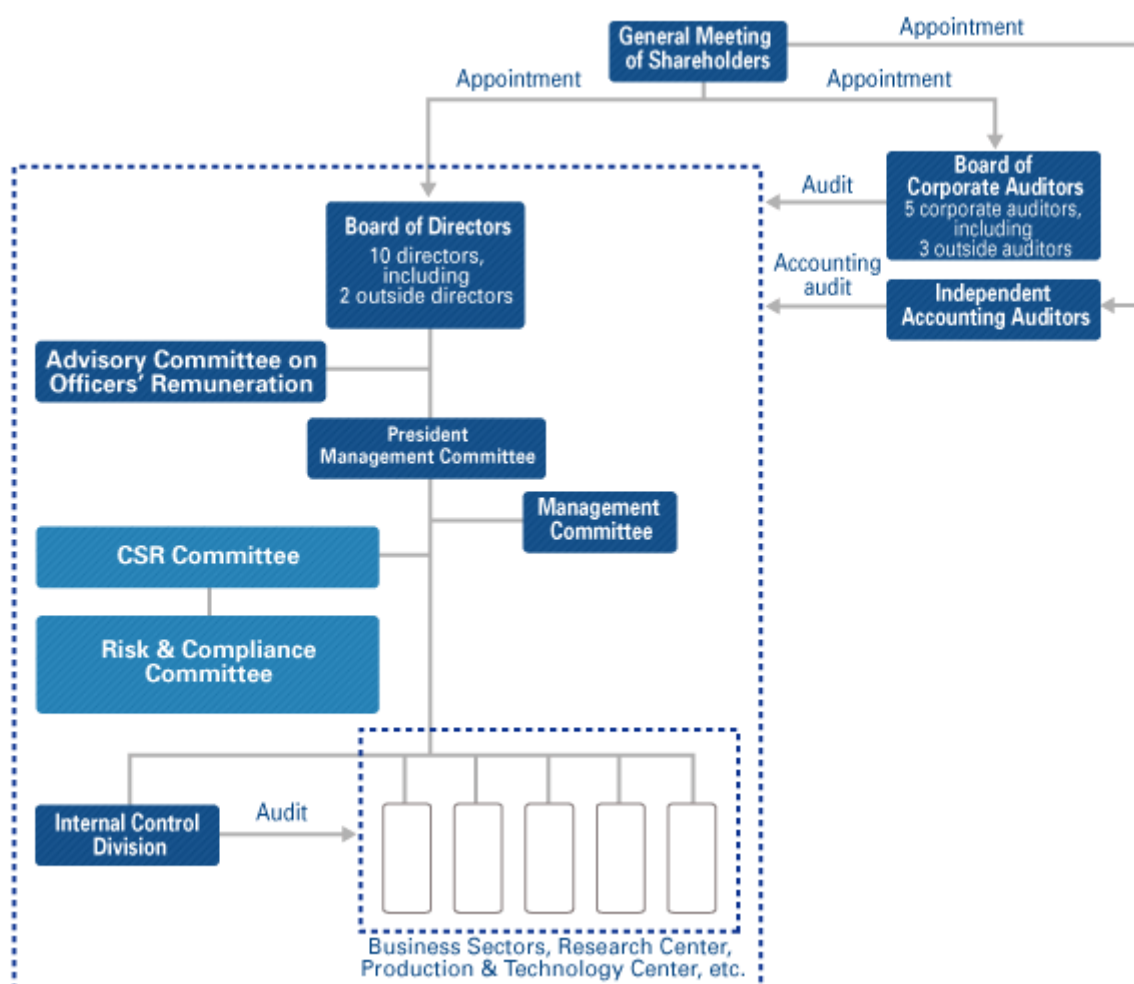
► Compliance Training

Corporate Governance

Our approach to corporate governance

We are committed to full management transparency in everything that we do, to earn the public's trust and fulfill our corporate social responsibility. We have in place a framework to ensure that all important decisions are broadly discussed through meetings and bodies, established in accordance with our company regulations, and operate an internal control system that includes measures such as appointing outside directors and emphasizing the role of corporate auditors. We actively engage in IR and public relations activities and make every effort to disclose information to our shareholders, the media and other parties in an appropriate and timely manner in order to ensure effective corporate governance.

Corporate governance framework and CSR



Corporate Governance Measures

Board of Directors

As a rule, the Board of Directors meets once a month to make decisions regarding key management issues. Individual board members submit operational updates and reports on the company's financial standing and results to the board, which is also responsible for auditing their professional performance.

Executive officer system

We introduced an executive officer system to clearly delineate responsibility for supervising and executing operations. In April 2012, we introduced the post of Executive Officer as well as Executive Director, with roles clearly apportioned between the two in an effort to further clarify executive capabilities. The system is designed to reinforce and improve management procedures, by speeding up the decision making process and by facilitating and accelerating operations in each division.

Corporate and internal audits

Our Corporate Auditors attend key internal meetings, including meetings of the Board of Directors, and are able to exchange opinions with the President and management personnel on a regular basis. They also check approval forms and minutes from key meetings.

Our Corporate Auditors conduct audits in conjunction with independent accounting auditors and our Internal Control Division, enabling them to exchange opinions regarding matters such as annual auditing plans and audit results.

Management Committee

We established the Management Committee to discuss key operational issues and matters requiring prior consideration before they are submitted to the Board of Directors, thereby enabling us to make decisions correctly and efficiently. Our Corporate Auditors also attend committee meetings and are able to offer their opinions whenever necessary.

Internal Control

We established the Internal Control Division to continually monitor and assess the implementation and operational status of internal controls within the Mitsui Chemicals Group, as required under the Companies Act and the Financial Instruments and Exchange Act, and to ensure that major operational risks are kept within tolerable levels at all times. The division is also responsible for maintaining and improving internal control standards on a groupwide basis and conducting internal audits wherever necessary in order to ensure that our operations are being conducted appropriately and efficiently.

The Internal Control Division specifically focuses on the following areas.

Self-assessment-based internal audits relating to legal and regulatory compliance

As part of a system introduced in fiscal 2009, we subject internal controls relating to legal and regulatory compliance to self-assessments by the divisions to be audited and conduct internal audits based on the results at all applicable divisions and domestic affiliates. Having rolled the system out to overseas affiliates since fiscal 2011, it is now fully up and running.

Compliance with the Financial Instruments and Exchange Act (submission of internal control reports)

We conduct annual assessments to determine the effectiveness of internal controls relating to financial reporting, in preparation for the submission of internal control reports.

Management Framework

► Goals and Results

► Corporate Governance

▼ Risk Management Framework

► Compliance Training

Risk Management Framework

At the Mitsui Chemicals Group, we carefully control all risks that could potentially threaten our business activities, to earn the trust of our shareholders, customers, members of the local community and all other stakeholders, and to fulfill our corporate social responsibility.

Risk & Compliance Committee

We established the Risk & Compliance Committee, which is headed by the director in charge of risk management, in order to review our risk management policy and to maintain and implement systems in accordance with our risk management regulations.

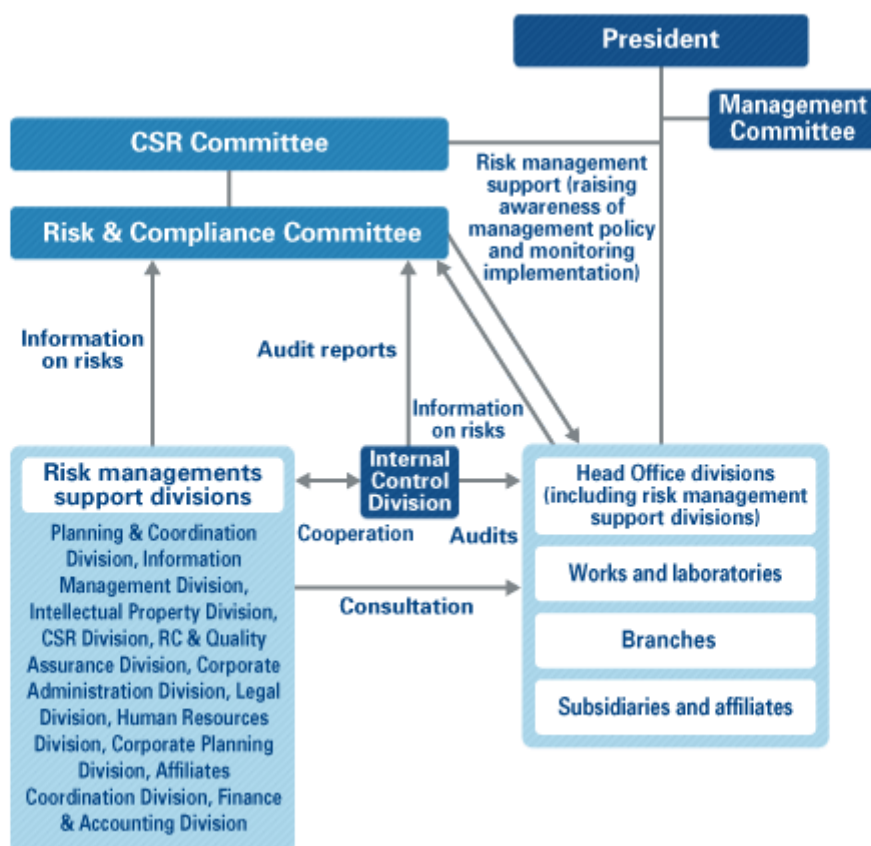
Group Risk Management System

We introduced the Mitsui Chemicals Group Risk Management System to quickly identify risks and prevent them from materializing. The system involves identifying key risks within the annual budget of each group company or division and implementing measures accordingly.

We also use tools such as compliance checklists as part of a PDCA* cycle designed to monitor progress with risk management measures and prevent risks from materializing.

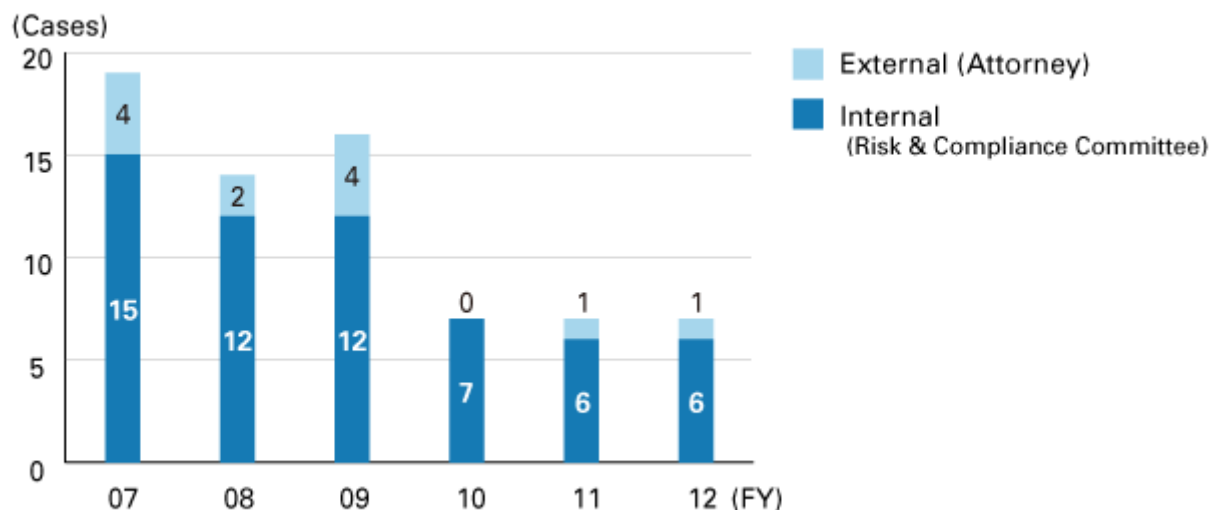
*PDCA: Plan, Do, Check, Act

Structure of our Group Risk Management System



Our Risk Hotline enables any group employee who has obtained information relating to risks, including details of illegal activities going on within the company, to directly report the matter to and seek advice from the Risk & Compliance Committee or an outside attorney. Our company regulations clearly state that employees using the hotline to report or seek advice about an incident must not receive unfavorable treatment. The hotline is also open to reports and requests for advice from employees working for contractors at our works or other sites and those working for companies supplying us with items such as raw materials or parts.

Risk Hotline statistics



Business Continuity Plans (BCP)

We have formulated a Business Continuity Plan (BCP) for execution in the event of a major earthquake in the Tokyo metropolitan area. The plan outlines the establishment of an emergency headquarters, to quickly establish a chain of command in the event that Head Office is unable to function, and emergency customer response centers, to provide our customers with support quickly and effectively.

In fiscal 2013, we intend to review our various BCP based on issues identified in the wake of the Great East Japan Earthquake in March 2011. We are also planning to reinforce measures aimed at improving communication training between Head Office and emergency headquarters, distributing disaster prevention handbooks to all relevant members of staff and providing support for employees forced to return home on foot.

*BCP: Business Continuity Plan

Management Framework

► Goals and Results

► Corporate Governance

► Risk Management Framework

▼ Compliance Training

Compliance Training

To promote compliance, it is absolutely essential that each and every employee is aware of the need for compliance on an individual level and has a working knowledge of all applicable laws and regulations. To raise awareness, we organize compliance awareness training and example-based workplace discussions on legal and regulatory violations. In order to improve employees' knowledge meanwhile, we organize legal and regulatory compliance training and compile a compliance guidebook that employees can refer to at any time. These are the four key methods that we use to ensure compliance within the Mitsui Chemicals Group.

Example-based workplace discussions on legal and regulatory violations

The Mitsui Chemicals Group has been organizing example-based workplace discussions on legal and regulatory violations since fiscal 2009. These discussions involve members of staff in each workplace discussing examples of compliance violations at Mitsui Chemicals and at other companies, with a focus on the causes, preventive measures and the potential for similar occurrences in their own workplace. The aim is to raise awareness of legal and regulatory compliance and reinforce communication with senior members of staff. Discussions have received a positive response in many of our workplaces, with some departments voluntarily increasing the frequency of discussion sessions and others picking out examples of particularly relevant violations at other companies.

Compliance manuals

In an effort to comprehensively raise awareness of compliance on an individual level, in 2003 we compiled a compliance guidebook (revised in 2006) summarizing important points to consider when carrying out operations as a Mitsui Chemicals Group employee and distributed copies to all group employees. In addition to the existing Japanese and English editions, in 2009 we compiled a new Chinese edition containing information on Chinese laws and regulations. Copies were distributed primarily to our subsidiaries in China.

We use these manuals to help promote compliance on a day-to-day basis.

Compliance awareness training

The awareness of individual directors and employees is the most important factor to ensure compliance. The required level of awareness varies however depending on each individual's position within the company. We therefore tailor the contents of compliance awareness training to suit every level, from management to new recruits.

Our goal is for individuals at every level to take the initiative and set an example for others, thereby raising levels of compliance awareness throughout the group and creating a more open corporate culture.

Legal and regulatory compliance training and e-learning

Here at the Mitsui Chemicals Group, we organize legal and regulatory compliance training in order to improve employees' knowledge. Training is provided via e-learning or group training sessions, both of which cover specific laws and internal regulations that our employees need to be aware of in order to carry out their duties. We also organize customized training sessions for individual divisions or affiliates on request.

Required subjects vary depending on the contents of each employee's duties. We also require employees to re-take courses on a regular basis to ensure that they are aware of recent developments.

Responsible Care

This section outlines our responsible care (RC) initiatives, which form the basis of our wide-ranging business activities here at the Mitsui Chemicals Group. This includes occupational health and safety, process safety and disaster prevention, environmental protection, chemical management, quality and logistics, as well as our RC promotion framework.

► Occupational Health and Safety

We put safety first in everything that we do. Here at the Mitsui Chemicals Group, we implement a range of companywide initiatives aimed at preventing accidents and occupational injuries.

► Goals and Results

► Creating Safe and Secure Workplaces

► Employee Health

► Environmental Protection

Here at the Mitsui Chemicals Group, we make sure that all of our business activities are in harmony with the global environment.

► Goals and Results

► Commitment to Preventing Global Warming

► Reducing Industrial Waste

► Substances Subject to the PRTR Act

► Hazardous Air Pollutants

► Volatile Organic Compounds

► Chemical Management

We are committed to rigorous management of chemicals at Mitsui Chemicals, and fully support the Word Summit on Sustainable Development (WSSD) pledge to minimize the negative impact of chemicals on people and the environment by the year 2020.

► Goals and Results

► Ensuring the Safety of Chemicals and Products

► Logistics

Here at the Mitsui Chemicals Group, we carry out a wide range of initiatives to ensure that our products are transported safely.

► Goals and Results

► Transporting Products Safely

► Process Safety and Disaster Prevention

Here at the Mitsui Chemicals Group, we are constantly striving to improve our process safety and disaster prevention capabilities.

► Goals and Results

► Preventing Production-Related Accidents and Injuries

► Environmental Impact (NOx, COD, etc.)

► Biodiversity

► Environmental Accounting

► Input⇒Output Data

► Environmental Impact Assessment (Eco-Efficiency)

► Handling Environmental Complaints

► Quality

We are committed to continually improving the level of quality management here at the Mitsui Chemicals Group, under our Basic Policy Regarding the Environment, Safety, Occupational Health and Quality. We also make every effort to improve the quality of our products and services so as to increase customer satisfaction even further.

► Goals and Results

► Quality Improvement Initiatives

► RC Promotion System

Here at the Mitsui Chemicals Group, we regard reinforcing corporate governance as one of the cornerstones of our business, in terms of earning the trust our shareholders, customers, members of the local community and all of our other stakeholders, and fulfilling our corporate social responsibilities.

► Goals and Results

► RC Management System

► RC Promotion System

► Responsible Care Policy

► RC Audits

Occupational Health and Safety

▼ Goals and Results

► Creating Safe and Secure Workplaces

► Employee Health

We put safety first in everything that we do. Here at the Mitsui Chemicals Group, we implement a range of companywide initiatives aimed at preventing accidents and occupational injuries.

Goals and Results

Goals for Fiscal 2012

- Take steps to prevent human errors
- Prevent injuries specific to the plant type (molding, chemical process)

Fiscal 2012 Goals and Results

Level achieved: B

- Stepped up KY (*kiken yochi*: hazard prediction) activities
- Continued with occupational accident prevention campaign
- Prevented injuries specific to the plant type

Level achieved: C

- Failed to achieve frequency targets for occupational injuries:
DAFWCs: 0.22 (target: 0.15 or less)
DAFWC + RWTC + MTCs: 1.9 (target: 1.8 or less)

Priorities for Fiscal 2013

- Take steps to prevent human errors
- Prevent injuries specific to the plant type (molding, chemical process)

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

Occupational Health and Safety

► Goals and Results

▼ Creating Safe and Secure Workplaces

► Employee Health

Creating Safe and Secure Workplaces

We have earmarked eliminating accidents and occupational injuries throughout the Mitsui Chemicals Group as one of our top priorities under our Fiscal 2012 Mid-Term Business Plan (2011-13), and are working to achieve that goal on a groupwide scale.

Occupational injuries

In fiscal 2012, we made it one of our top priorities to prevent issues stemming from insufficient hazard prediction (KY, *kiken yochi*), and focused on safety activities at Mitsui Chemicals Head Office and our affiliates, revolving primarily around enhanced KY activities.

The results of our hard work during fiscal 2012 were as follows.

	Target	Fiscal 2011	Fiscal 2012
DAFWCs	0.15 or less	0.28	0.22
DAFWC + RWTC + MTCs	1.8 or less	2.1	1.9

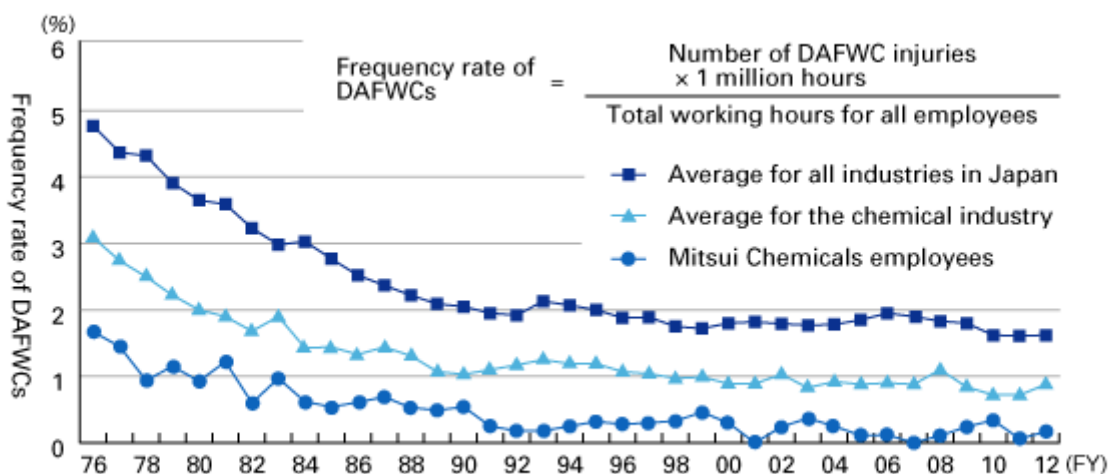
Summary of results

We managed to reduce the frequency rate of DAFWCs from 0.28 in fiscal 2011 to 0.22 in fiscal 2012.

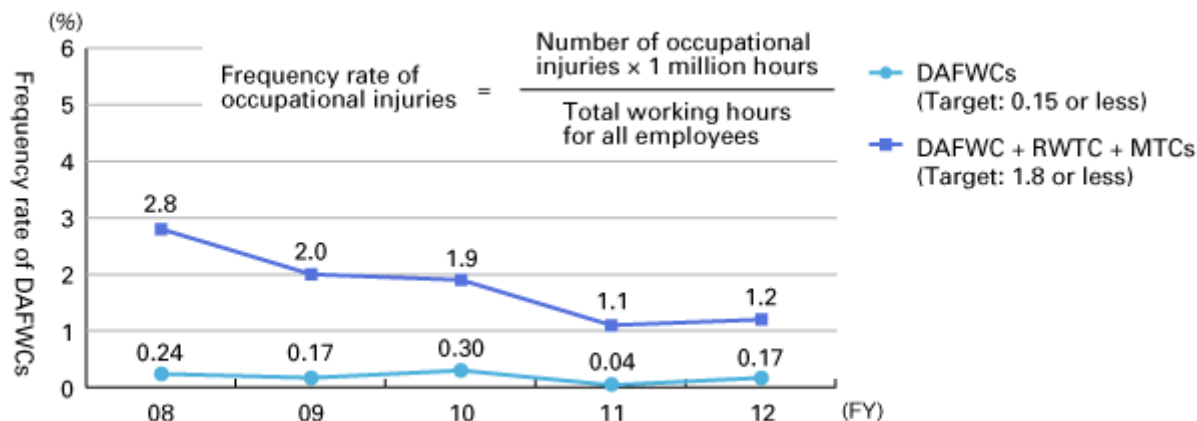
Although we were unable to achieve our world-leading target of 0.15, we are nonetheless making steady progress.

Similarly, we managed to reduce the overall frequency of injuries (DAFWC + RWTC + MTCs) from 2.1 in fiscal 2011 to 1.9 in fiscal 2012. We have continued to make improvements since fiscal 2010, when the frequency stood at 2.3.

Frequency of DAFWCs (All industries/chemical industry/Mitsui Chemicals)



Frequency of occupational Injuries (Mitsui Chemicals <employees + operation subcontractors>)



Eliminating occupational injuries

Occupational safety at Mitsui Chemicals depends on day-to-day safety activities at each of our sites.

In the spirit of the Japan Industrial Safety & Health Association's Zero Accident Campaign, we implement safety activities based on an effective PDCA (plan, do, check, act) cycle, focusing particularly on the following three elements.

1. **Philosophy**, as set out by top management
2. **Technique**, for hazard prediction (KY, *Kiken Yochi*) activities, risk assessments, etc.
3. **Implementation**, involving all employees

We have set out the following top priorities as part of our safety activities for fiscal 2013, in accordance with our new Mid-Term Business Plan (fiscal 2012 onwards).

1. Take steps to prevent human errors
2. Prevent injuries specific to the plant type (molding, chemical process)

We intend to prevent human error first of all through hands-on training and other educational initiatives, focusing particularly on reinforcing our existing hazard prediction (KY) activities.

We intend to prevent injuries specific to the plant type through safety initiatives targeting the different plant types, focusing on “caught on or between” injuries at molding-type plants and prevention of contact with heat/chemicals at chemical process-type plants.

Occupational Health and Safety

► Goals and Results

► Creating Safe and Secure Workplaces

▼ Employee Health

Employee Health

Eliminating occupational injuries

Here at the Mitsui Chemicals Group, we provide our employees with the support they need to take good care of their health, via industrial physicians, nurses and other healthcare professionals.

We believe that healthy employees make for a healthy company. Based on that philosophy, we assign full-time industrial physicians, nurses and healthcare managers to healthcare sections at our Head Office, Sodegaura Center and all five of our works. We also assign part-time industrial physicians, nurses and other healthcare professionals to our smaller plants and to major plants operated by our affiliates, in an effort to improve the health of all group employees.

Once again in fiscal 2012, we continued to focus on preventing mental health conditions and lifestyle-related diseases, and on reducing hygiene risks.

Process Safety and Disaster Prevention

▼ Goals and Results

► Preventing Production-Related Accidents and Injuries

Here at the Mitsui Chemicals Group, we are constantly striving to improve our process safety and disaster prevention capabilities.

Goals and Results

Goals for Fiscal 2012

- Strengthen measures to prevent leaks
 - Implement equipment measures through cooperation between the production and maintenance departments
 - Isolate equipment susceptible to leaks and reinforce leak prevention measures
- Strengthen process safety technology
 - Make ongoing improvements through self-management at Mitsui Chemicals Works
 - Provide support to help affiliates (domestic and overseas) establish self-management
 - Improve process safety and disaster prevention training
 - Reaffirm and raise awareness of information regarding the dangers of high-risk substances, provide training and incorporate information into safety measures

Fiscal 2012 Goals and Results

Level achieved: A

- Organized process safety and disaster prevention training at our Technical Training Center (42 training sessions)

Level achieved: B

- Provided support to help affiliates (domestic and overseas) establish self-management (3 off-site training sessions)

Level achieved: C

- Abnormal phenomena and accidents occurred

Priorities for Fiscal 2013

- Reinforce measures to prevent leaks
 - Isolate equipment susceptible to leaks and reinforce leak prevention measures
 - Implement equipment measures through cooperation between the production and maintenance departments
- Strengthen process safety technology
 - Upgrade hazard and operability (HAZOP) systems
 - Look into measures to reinforce process safety regulations
 - Provide support for process safety activities at affiliates (domestic and overseas)
- Establish a workplace culture based on compliance with the rules
 - Encourage a culture of looking out for one another, in order to prevent human error

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

Process Safety and Disaster Prevention

► Goals and Results

▼ Preventing Production-Related Accidents and Injuries

Preventing Production-Related Accidents and Injuries

Process safety and disaster prevention training

We established our Technical Training Center with the aim of training skilled operators capable of safely handling operations and equipment on the manufacturing frontline. The center features a whole host of practical training facilities on the premise of a total of 10,000m², including training plant and equipment designed to simulate explosions, fires, exposure to hazardous liquids, slips, falls and other such accidents.

Practical training is a key step towards effectively transferring skills from experienced operators, instilling a high level of safety awareness and developing human resources who are capable of resolving problems for themselves, based on a “know-why” approach. As part of their training, employees learn just how frightening accidents can be and how to prevent them, through first-hand experiences such as igniting flammable gas using static electricity and causing dust explosions.

The center provides training for plenty of other employees as well as new recruits, including operators and members of technical staff responsible for small-and medium-scale testing.

We also provide process safety and disaster prevention training for operators at our affiliates, both in Japan and overseas, and will continue to systematically organize similar training throughout the group in the future.

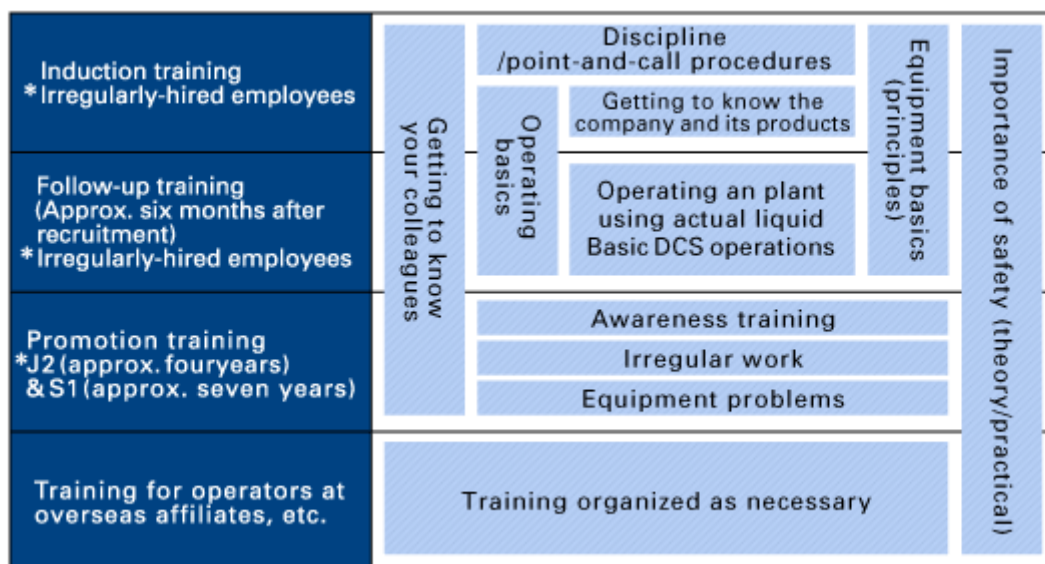


Experiments with fire



Practical experiments with static electricity

Main aims of training at our Technical Training Center



Curricula for process safety and disaster prevention training

Participants	Year 1	Years 2-7
Operators	Upon recruitment, after six months: <ul style="list-style-type: none"> General safety training (hands-on training in dealing with fires and explosions) Basic training in occupational accidents and fire prevention 	<ul style="list-style-type: none"> Upon promotion: Group discussions, hands-on training, etc. Five-stage safety training via off-the-job training at plants (Stages 4-5 for operators with eight years of

	<ul style="list-style-type: none"> • Refresher training in preventive technologies and procedures 	experience or more)
Production engineers	Upon recruitment: <ul style="list-style-type: none"> • General safety and environmental protection training • Safety training (people entering a certain site, KYT) 	<ul style="list-style-type: none"> • Safety assessments (DOW, HAZOP) • Material safety assessments (risk assessments, etc.) • Process safety and disaster prevention technologies (safety engineering, case studies)
Researchers	Upon recruitment: <ul style="list-style-type: none"> • General safety and environmental protection training • Safety training (KYT) 	<ul style="list-style-type: none"> • Risks associated with materials, reactions and mixing • Risk assessment methods • Safety engineering, process safety and disaster prevention training based on case studies

Practical process safety and disaster prevention training

	Subject	Contents
Static electricity	Explosions caused by static electricity	Static electricity can easily cause hydrogen gas to explode
	Causes of static electricity	Static electricity is commonly caused by friction, flowing, peeling, etc.
	Measures to prevent the body becoming statically charged	Wear anti-static footwear, check conductivity of work floor
	Anti-static measures during sampling	What happens if you get the static earthing procedure wrong?
Fires and explosions	Flammable gas leaks/fires	Where do butane tanks ignite (top or bottom)?
	Flammable liquid fires	Why doesn't kerosene ignite at the same temperature as gasoline?
		Kerosene ignites when heated
		Why does ignition occur or not occur depending on the position of the ignition source?
	Dust explosions	Why does polyethylene powder explode?
	Fires caused by adiabatic compression	Why does cotton ignite?
	Dealing with ignition sources in the plant	Understanding how wire mesh prevents tank flashback
		A small spark when opening and closing contacts can become an ignition source

Investments in health, safety and disaster prevention

We invested approximately ¥5.1 billion in health, safety and disaster prevention in fiscal 2012. Although this total was down on the previous year, it is still slightly higher than the average level of investment for the last three years. We remain committed to preventing occupational accidents and injuries, and will continue to take steps such as carrying out improvements to aging facilities and installing handrails to prevent slips and falls in the future.

Investments in health, safety and disaster prevention

(Unit: Million yen)

Description		FY2010	FY2011	FY2012
1	Measures to prevent explosions, fires and leaks	1,032	1,860	1,259
2	Improvements to aging facilities	702	1,672	1,581
3	Improvements to occupational safety and working environments	790	2,260	1,611

4	Measures in the event of an earthquake or other natural disaster	18	13	82
5	Other measures	80	286	549
Total		2,622	6,091	5,082

Environmental Protection

▼ Goals and Results

▶ Commitment to Preventing Global Warming

▶ Reducing Industrial Waste

▶ Substances Subject to the PRTR Act

▶ Hazardous Air Pollutants

▶ Volatile Organic Compounds

▶ Environmental Impact (NOx, COD, etc.)

▶ Biodiversity

▶ Environmental Accounting

▶ Input⇒Output Data

▶ Environmental Impact Assessment (Eco-Efficiency)

▶ Handling Environmental Complaints

Here at the Mitsui Chemicals Group, we make sure that all of our business activities are in harmony with the global environment.

As a chemical company, we act to protect the environment in two ways: by reducing the environmental impact of our business activities and by appropriately managing chemical substances.

Specific initiatives include preventing global warming, saving energy, promoting the 3Rs in order to reduce the volume of industrial waste sent to landfill, and reducing the environmental impact of substances subject to the PRTR Act and volatile organic compounds (VOC).

We also publish environmental accounting figures and run eco-efficiency assessments in relation to our environmental impact and economic activities, in an effort to ascertain the impact of our activities and pave the way for sustainable development.

Goals and Results

Goals for Fiscal 2012

- Implement greenhouse gas reduction plans and develop innovative energy saving technologies
- Continue to implement plans aimed at minimizing industrial waste

Fiscal 2012 Goals and Results

Level achieved: A

- Reduced greenhouse gas emissions by saving energy: Reduction of over 50,000 tons, compared to target of at least 10,000 tons
- Achieved industrial waste minimization targets at all domestic manufacturing sites
Average percentage of industrial waste sent to landfill at overseas affiliates: 0.6%

Priorities for Fiscal 2013

- Implement greenhouse gas reduction plans and develop innovative energy saving technologies: Target: At least 60,000 tons
- Continue to implement plans aimed at minimizing industrial waste

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

Environmental Protection

► Goals and Results

▼ Commitment to Preventing Global Warming

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Commitment to Preventing Global Warming

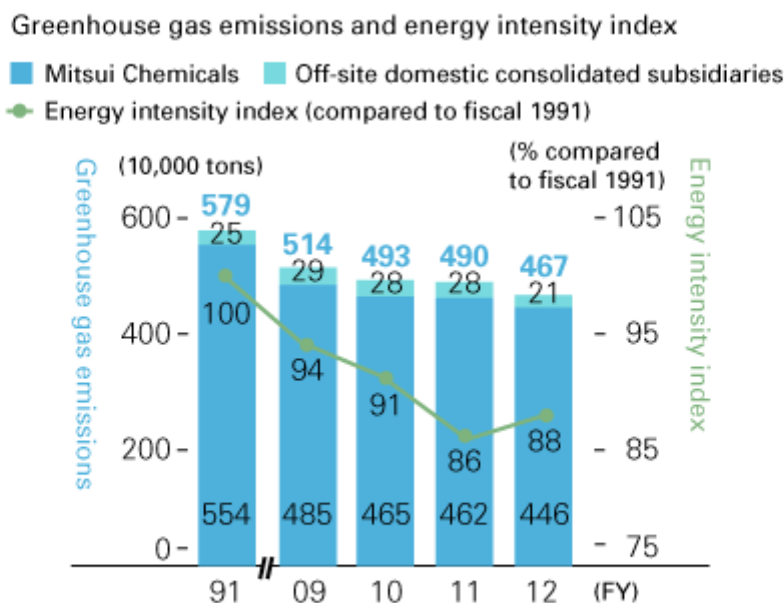
Reducing greenhouse gas emissions

As part of the Mitsui Chemicals Group's Mid-Term Business Plan from fiscal 2012 onwards, we have set ourselves the target of reducing greenhouse gas emissions by 500,000 tons (compared to fiscal 1991 levels) at six of our domestic manufacturing sites and 15 domestic consolidated subsidiaries by fiscal 2014. We intend to achieve this by promoting energy saving initiatives and by developing innovative processes and technologies. We are also aiming to expand our range of environmentally friendly products in order to help reduce greenhouse gas emissions throughout society.

In fiscal 2012, we decided to proceed with the optimization of boiler operations at our Iwakuni-Ohtake Works ahead of schedule, bringing us significantly closer to our target of reducing greenhouse gas emissions by 10,000 tons by saving energy. Combined with a series of smaller scale projects, such as improving waste heat recovery capabilities, we managed to reduce emissions by a total of 50,000 tons. Helped along even further by reduced operating rates at major plants, our overall emissions came to 4.67 million tons, a reduction of 230,000 tons compared to the previous year.

Having introduced a social contribution index for our products, to enable us to assess the overall reduction in CO₂ emissions throughout each product's life cycle, we have calculated the actual contribution made by a number of our products (e.g. energy savings from heating and cooling appliances as a result of using household insulation materials). In the future, we intend to improve our assessment methods and expand the scope of our activities, in accordance with the Japan Chemical Industry Association's Guidelines for Calculating Reductions in CO₂ emissions (February 2012).

Greenhouse gas emissions and energy intensity index



※ Data revised in fiscal 2011 in line with changes to the definition of production volume used to calculate our energy intensity index

Example of energy saving initiatives

As part of a joint project with Osaka Petrochemical Industries and Osaka Gas, our ethylene plant became the first in the world to introduce a large-scale energy saving process using LNG cold heat. The project received the highest honor under the fiscal 2012 Energy Conservation Grand Prize (organized by the Energy Conservation Center, Japan, with the support of the Ministry of Economy, Trade and Industry), winning the Minister of Economy, Trade and Industry Prize in the energy conservation category.



The Energy Conservation Grand Prize ceremony

Environmental Protection

- ▶ Goals and Results
- ▶ Commitment to Preventing Global Warming
- ▶ Reducing Industrial Waste
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- ▶ Handling Environmental Complaints

Reducing Industrial Waste

Here at the Mitsui Chemicals Group, we have made a commitment to the minimization^{*1} of industrial waste at domestic manufacturing sites and all production sites operated by domestic and overseas consolidated subsidiaries by fiscal 2016, as one of the targets set out under our Grand Design. In fiscal 2012, we successfully achieved minimization targets at all of our domestic manufacturing sites, including domestic affiliates^{*2}.

Until fiscal 2011, we used to send approximately 30% of the industrial waste produced by our Omuta Works to landfill. Having got our solid industrial waste incinerator up and running in fiscal 2012 however, we are now incinerating waste and have substantially reduced the volume of landfill waste.

We are also doing our bit to create a recycling-oriented society by recycling ash produced by incineration.

With an average landfill rate for industrial waste at our overseas affiliates^{*2} of 0.6%, we have now maintained a rate of 1% or less since fiscal 2010. In spite of the numerous challenges that we need to overcome to promote minimization at our overseas sites, with waste treatment regulations and industrial structures varying from one country to another, we are nonetheless committed to reducing and recycling waste at all of our companies in order to conserve resources. We will continue to work as a group to reduce landfill waste.

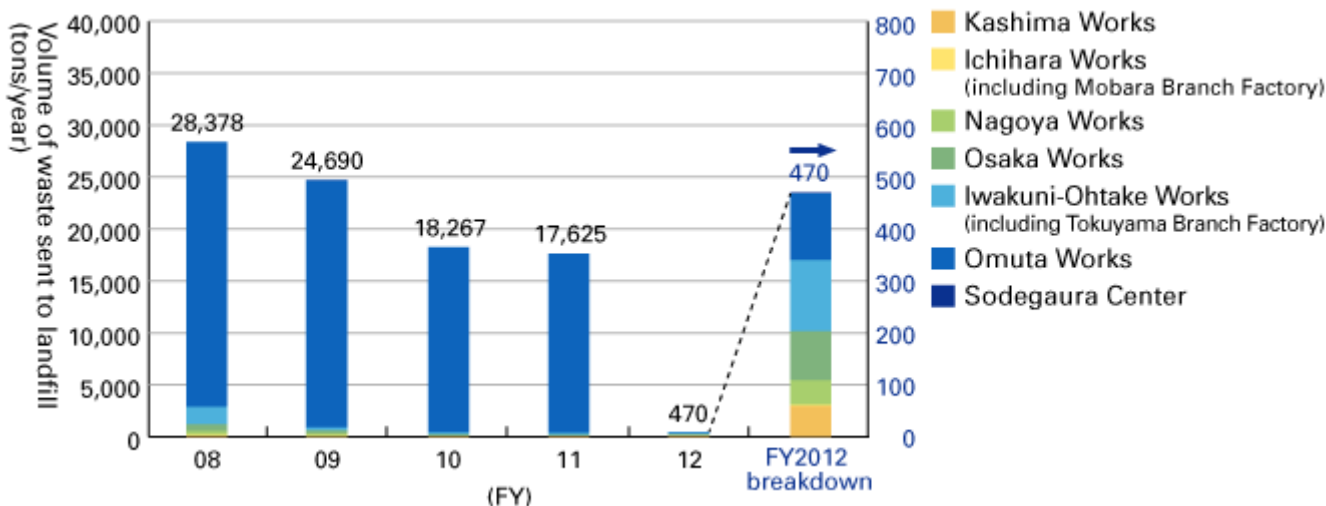
*1 : Minimization of industrial waste: Maintaining a landfill disposal rate of 1% or less of industrial waste generated

*2 : For statistical purposes, “domestic and overseas affiliates” refers to production sites operated by consolidated subsidiaries and companies eligible for RC support (23 in Japan, 21 overseas)

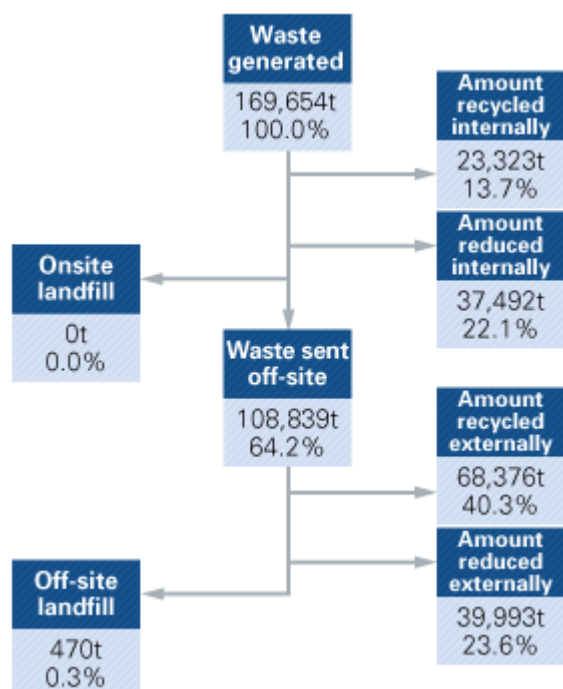


The solid industrial waste incinerator at our Omuta Works

Landfill disposal of industrial waste

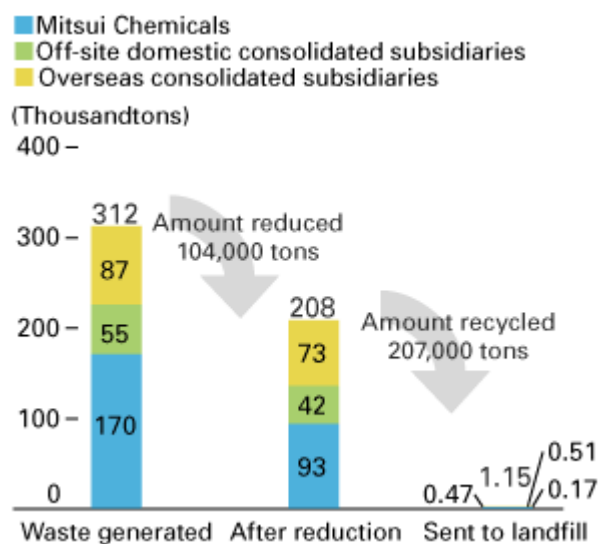


The industrial waste process (Mitsui Chemicals)



- * Amount reduced internally: Amount reduced as a result of waste plastic incineration, waste acid neutralization, etc.
- * Amount recycled: Includes waste plastic recycling and the reuse of waste oil as fuel
- * Waste generated: Sludge (dry weight), waste plastics, soot and dust, etc.
- * Any minor discrepancies in percentages are due to rounding.

The process of reducing industrial waste disposal



Environmental Protection

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Substances Subject to the PRTR Act

Substances Subject to the PRTR Act

In accordance with the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (PRTR^{*1} Act), we submit a report to the Japanese government each year declaring the amounts of designated substances produced or used by Mitsui Chemicals that were released into the environment or transferred elsewhere.

The number of designated substances that companies are required to declare was increased^{*2} in fiscal 2011 because of revisions to the PRTR Act.

As the second report since the revised PRTR Act came into effect, our total for fiscal 2012 came to 1,744 tons, virtually unchanged from fiscal 2011.

As the required level of chemical management is likely to keep on increasing in the future, we are determined to reduce our emissions even further.

*1PRTR: Pollutant Release and Transfer Register

*2Class 1 Designated Chemical Substances that companies are required to report to the Japanese government under the PRTR Act

Before revisions: 354 substances → After revisions: 462 substances

(Specific Class 1 Designated Chemical Substances: 12 substances → 15 substances)

Emissions of substances subject to the PRTR Act

Site	Emissions (tons/year)	
	FY2011	FY2012
Kashima Works	87	111
Ichihara Works	354	368
Mobara Branch Factory	1	1
Nagoya Works	3	2
Osaka Works	78	47
Iwakuni-Ohtake Works	774	712
Tokuyama Branch Factory	22	21
Omuta Works	424	482
Total	1,743	1,744

Top ten designated substances (handled in volumes of one ton or more annually)
and dioxins declared by Mitsui Chemicals
Unit: Tons/year (Dioxins: mg-TEQ/year)

Kashima Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
Toluene	300	57.00	0.00	0.00	57.00	0.00	0.00
Dichlorobenzene	181	42.00	0.00	0.00	42.00	5.80	7.50
Benzene	400	4.10	0.00	0.00	4.10	0.09	0.00
Chlorodifluoromethane	104	1.40	0.00	0.00	1.40	0.00	0.00
Tetrachloromethane	149	0.92	0.00	0.00	0.92	0.00	0.00
2,2-Dichloro-1,1,1-Trifluoroethane	164	0.50	0.00	0.00	0.50	0.00	0.00
Formaldehyde	411	0.16	0.00	0.00	0.16	18.00	0.00
Tolylene diisocyanate	298	0.12	0.00	0.00	0.12	0.00	0.00
Acetaldehyde	12	0.11	0.00	0.00	0.11	0.00	0.00
Toluidine	299	0.00	0.00	0.00	0.00	3.50	0.00
Dioxins	243	0.0020	0.0000	0.0000	0.0020	0.0014	0.0390

Ichihara Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
N-hexane	392	310.00	0.30	0.00	310.00	0.00	0.00
Toluene	300	19.00	0.01	0.00	19.00	0.00	0.00
Xylene	80	14.00	0.01	0.00	14.00	0.00	0.00
Cumene	83	9.80	0.00	0.00	9.80	0.00	0.00
Boron compound	405	0.00	4.80	0.00	4.80	0.00	0.00
Ethylbenzene	53	3.90	0.00	0.00	3.90	0.00	0.00
Benzene	400	3.30	0.01	0.00	3.30	0.00	0.00
Epichlorohydrin	65	1.80	0.00	0.00	1.80	0.00	0.00
Dichloropentafluoropropane	185	1.30	0.00	0.00	1.30	0.00	0.00
Zinc compounds (water-soluble)	1	0.00	1.20	0.00	1.20	0.00	0.24
Dioxins	243	0.0100	0.1100	0.0000	0.1200	0.0000	0.1900

Mobara Branch Factory

	Ministerial ordinance	Emitted				Transferred	

Substance	designation number	Air	Water	Soil	Total	Sewage	Off-site
Styrene	240	0.27	0.00	0.00	0.27	0.00	35.00
Methyl methacrylate	420	0.09	0.00	0.00	0.09	0.00	9.50
Butyl acrylate	7	0.05	0.00	0.00	0.05	0.00	1.30
Xylene	80	0.03	0.00	0.00	0.03	0.00	8.90
Acrylic acid	4	0.02	0.00	0.00	0.02	0.00	0.00
N-butyl methacrylate	419	0.01	0.00	0.00	0.01	0.00	0.79
Toluene	300	0.01	0.00	0.00	0.01	0.00	12.00
Ethyl acrylate	3	0.00	0.00	0.00	0.00	0.00	2.30
Phthalic anhydride	413	0.00	0.00	0.00	0.00	0.00	12.00
Maleic anhydride	414	0.00	0.00	0.00	0.00	0.00	10.00

Nagoya Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
1,2-Epoxypropane	68	1.20	0.09	0.00	1.30	0.00	0.00
Styrene	240	0.28	0.00	0.00	0.28	0.00	0.03
Toluene	300	0.17	0.00	0.00	0.17	0.00	0.01
Formaldehyde	411	0.16	0.00	0.00	0.16	0.00	0.00
Methyl acrylate	8	0.07	0.00	0.00	0.07	0.00	0.65
Phenol	349	0.02	0.00	0.00	0.02	0.00	31.00
N,N-Dimethylacetamide	213	0.01	0.00	0.00	0.01	0.00	51.00
Acrylonitrile	9	0.01	0.00	0.00	0.01	0.00	0.07
N,N-Dimethylformamide	232	0.00	0.00	0.00	0.00	0.00	0.04
Ethylene oxide	56	0.00	0.00	0.00	0.00	0.00	0.00

Osaka Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
Cumene/Isopropylbenzene	83	15.00	0.00	0.00	15.00	0.00	0.15
Chloroethylene	94	7.10	0.00	0.00	7.10	0.00	0.00
Benzene	400	6.30	0.12	0.00	6.40	0.00	0.00
Zinc compounds (water-soluble)	1	0.00	3.90	0.00	3.90	0.00	0.10
Toluene	300	3.20	0.01	0.00	3.20	0.00	1.10
Hexadecyl trimethyl ammonium chloride	389	0.00	2.10	0.00	2.10	0.00	0.00
Acrylonitrile	9	1.50	0.00	0.00	1.50	0.00	18.00
1,4-dioxane	150	1.20	0.16	0.00	1.40	0.00	0.00

Methyl methacrylate	420	1.30	0.00	0.00	1.30	0.00	0.00
Vanadic compound	321	0.00	1.10	0.00	1.10	0.00	0.00
Dioxins	243	0.0000	0.1100	0.0000	0.1100	0.0000	0.0960

Iwakuni-Ohtake Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
N-hexane	392	580.00	0.00	0.00	580.00	0.00	2.00
Toluene	300	81.00	0.02	0.00	81.00	0.00	0.00
Xylene	80	17.00	0.00	0.00	17.00	0.00	0.00
1,4-dioxane	150	0.00	10.00	0.00	10.00	0.00	0.00
Bromomethane/Methyl bromide	386	8.40	0.00	0.00	8.40	0.00	0.00
Cumene/Isopropylbenzene	83	6.70	0.00	0.00	6.70	0.00	0.00
Benzene	400	3.70	0.00	0.00	3.70	0.00	0.00
Acetaldehyde	12	1.40	0.00	0.00	1.40	0.00	0.00
Diethylene glycol monomethyl ether	58	0.56	0.00	0.00	0.56	0.00	1.80
Cyclohexylamine	154	0.01	0.20	0.00	0.21	0.00	0.00
Dioxins	243	0.5000	0.1900	0.0000	0.6900	0.0000	25.0000

Tokuyama Branch Factory

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
1,2-Epoxypropane	68	21.00	0.00	0.00	21.00	0.00	0.00
Ethylene oxide	56	0.31	0.00	0.00	0.31	0.00	0.00
Ethylenediamine	59	0.03	0.00	0.00	0.03	0.00	0.03
Acrylonitrile	9	0.02	0.00	0.00	0.02	0.00	14.00
Phthalic anhydride	413	0.00	0.00	0.00	0.00	0.00	0.01
Styrene	240	0.00	0.00	0.00	0.00	0.00	13.00
2,2'-Azobisisobutyronitrile	16	0.00	0.00	0.00	0.00	0.00	0.02
2-Aminoethanol	20	0.00	0.00	0.00	0.00	0.00	0.00
Tolylene diisocyanate	298	0.00	0.00	0.00	0.00	0.00	0.00
Toluenediamine	301	0.00	0.00	0.00	0.00	0.00	0.01

Omuta Works

Substance	Ministerial ordinance designation number	Emitted				Transferred	
		Air	Water	Soil	Total	Sewage	Off-site
Toluene	300	400.00	1.50	0.00	400.00	0.00	430.00

Formaldehyde	411	0.00	24.00	0.00	24.00	0.00	300.00
Dichlorobenzene	181	22.00	0.26	0.00	22.00	0.00	0.00
Chlorobenzene	125	18.00	0.00	0.00	18.00	0.00	13.00
N,N-Dimethylformamide	232	0.14	5.50	0.00	5.60	0.00	3.00
Epichlorohydrin	65	4.80	0.00	0.00	4.80	0.00	0.00
Methylene chloride	186	2.60	0.00	0.00	2.60	0.00	9.00
Phenol	349	1.70	0.00	0.00	1.70	0.00	0.00
Tolylene diisocyanate	298	0.98	0.00	0.00	0.98	0.00	0.00
Acetonitrile	13	0.00	0.59	0.00	0.59	0.00	0.69
Dioxins	243	0.0000	2.0000	0.0000	2.0000	0.0000	0.0000

Errors in the emissions data (air) shown on this page have been corrected.

Environmental Protection

► Goals and Results ► Commitment to Preventing Global Warming ► Reducing Industrial Waste

► Substances Subject to the PRTR Act ▼ Hazardous Air Pollutants ► Volatile Organic Compounds

► Environmental Impact (NOx, COD, etc.) ► Biodiversity ► Environmental Accounting

► Input⇒Output Data ► Environmental Impact Assessment (Eco-Efficiency)

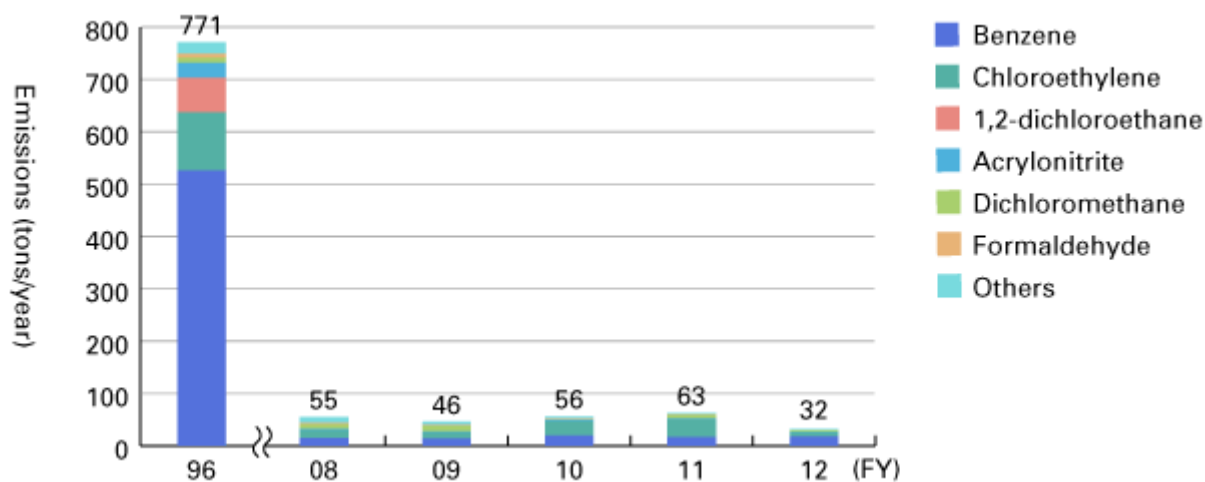
► Handling Environmental Complaints

Hazardous Air Pollutants

Hazardous Air Pollutants

Of the hazardous air pollutants specified under the Air Pollution Control Act, we are particularly focused on reducing emissions of priority substances that pose a significant health risk. Our emissions have remained largely unchanged in recent years, mainly due to substantial reductions made during the early part of the 2000s.

Emissions of hazardous air pollutants



Environmental Protection

► **Goals and Results** ► **Commitment to Preventing Global Warming** ► **Reducing Industrial Waste**

► **Substances Subject to the PRTR Act** ► **Hazardous Air Pollutants** ▼ **Volatile Organic Compounds**

► **Environmental Impact (NOx, COD, etc.)** ► **Biodiversity** ► **Environmental Accounting**

► **Input⇒Output Data** ► **Environmental Impact Assessment (Eco-Efficiency)**

► **Handling Environmental Complaints**

Volatile Organic Compounds

Volatile Organic Compounds (VOC)

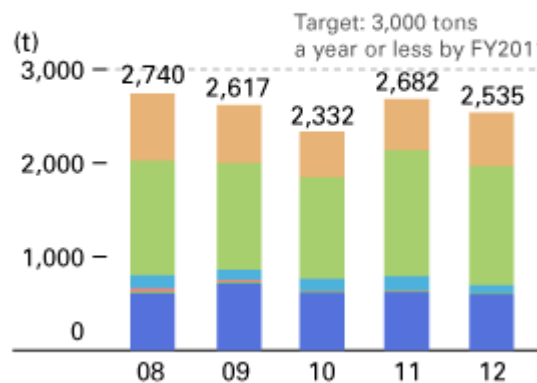
Regulations governing the emission of volatile organic compounds (VOC) were introduced as part of revisions to the Air Pollution Control Act in May 2004.

The government set the target of achieving a 30% reduction in VOC emissions from non-mobile sources by fiscal 2011, compared to levels in fiscal 2001. Here at Mitsui Chemicals however, we set out the more ambitious voluntary target of reducing emissions to 3,000 tons or less by fiscal 2011, a target that we managed to achieve as early as fiscal 2008. Our VOC emissions in fiscal 2012 totaled 2,535 tons.

We remain united in our companywide commitment to reducing the environmental impact of VOC emissions.

VOC emissions

■ Ichihara Works ■ Mobara Branch Factory ■ Nagoya Works
■ Osaka Works ■ Iwakuni-Ohtake Works ■ Omuta Works



Government and in-house VOC emission targets

Reduction in VOC emissions in FY2001	Government target (30% by FY2011)	In-house target (FY2011 emissions)
8,523 tons	5,966 tons or less	3,000 tons or less

Environmental Protection

- ▶ Goals and Results
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Environmental Impact (NOx, COD, etc.)

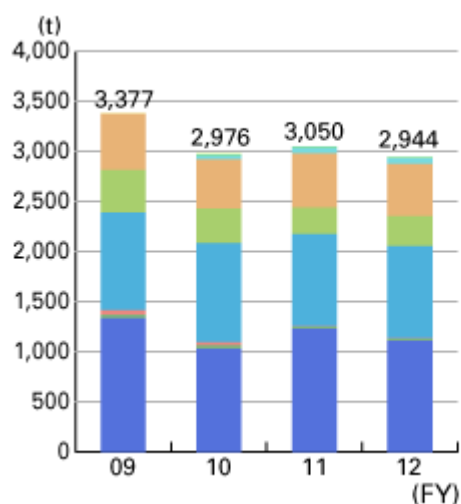
Environmental Impact (NOx, COD, etc.)

Mitsui Chemicals has made every effort to reduce the environmental impact of both air pollutants, such as nitrogen oxide (NOx) and sulfur oxide (SOx), and water pollutants, such as chemical oxygen demand (COD), nitrogen and phosphorous. Our emissions are currently far lower than legislative and regulatory standards for all of these substances. As our operating rates in fiscal 2012 were roughly the same amount as the previous year, our overall emissions remained more or less unchanged.

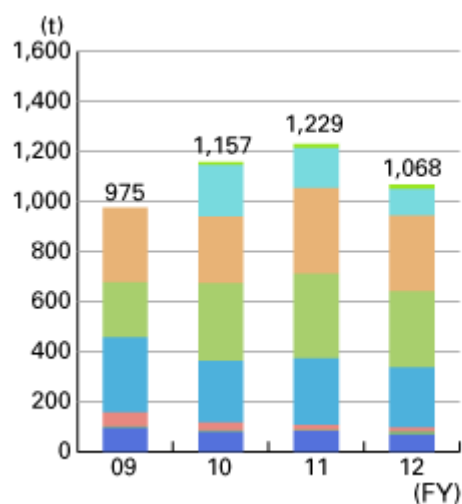
Environmental impact figures (8 categories)

■ Ichihara Works
 ■ Mobara Branch Factory
 ■ Nagoya Works
 ■ Osaka Works
 ■ Iwakuni-Ohtake Works
 ■ Omuta Works
 ■ Kashima Works
 ■ Tokuyama Branch Factory
 ■ Sodegaura Center

NOx emissions

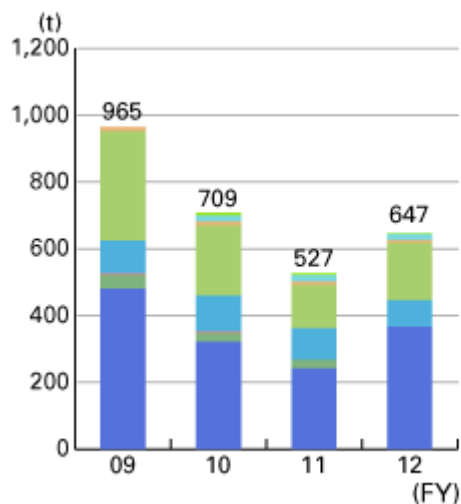


COD emissions

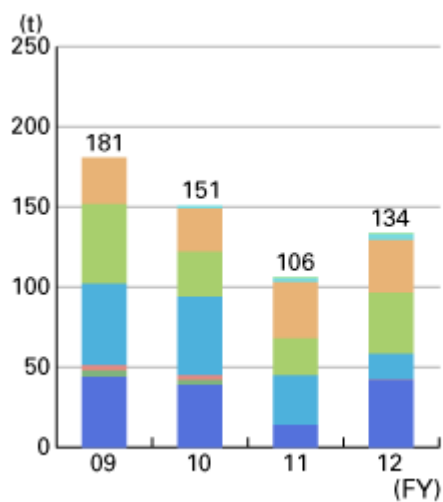


SOx emissions

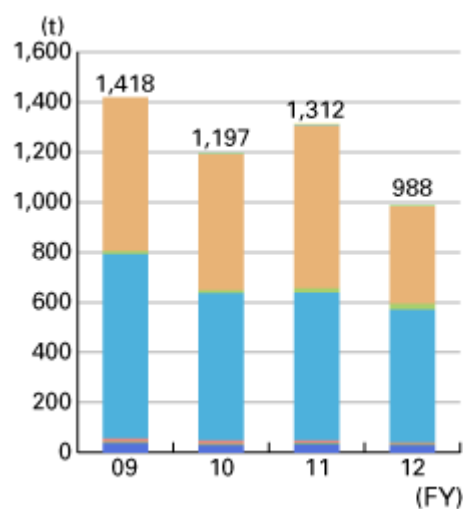
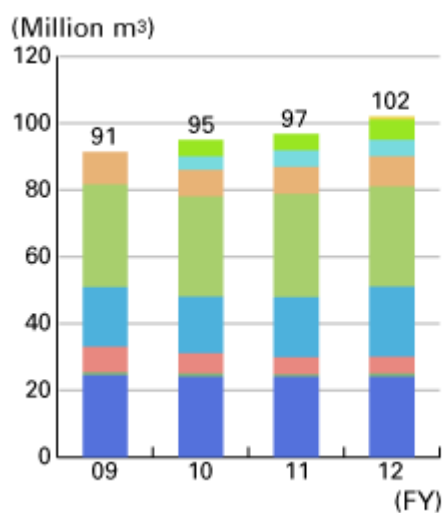
Total nitrogen emissions



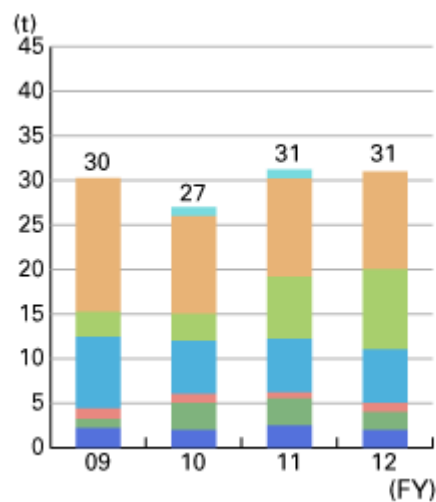
Soot and dust emissions



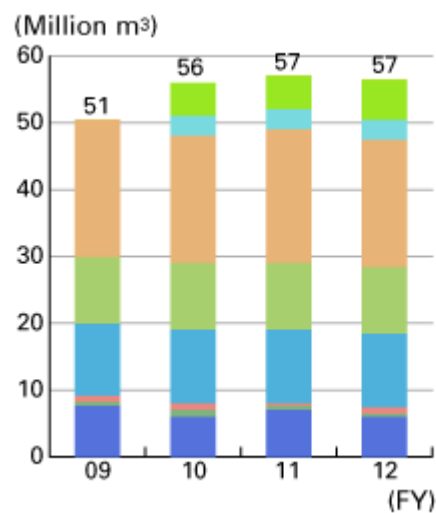
Water consumption



Total phosphorous emissions



Wastewater



Environmental Protection

► Goals and Results ► Commitment to Preventing Global Warming ► Reducing Industrial Waste

► Substances Subject to the PRTR Act ► Hazardous Air Pollutants ► Volatile Organic Compounds

► Environmental Impact (NOx, COD, etc.) ▼ Biodiversity ► Environmental Accounting

► Input⇒Output Data ► Environmental Impact Assessment (Eco-Efficiency)

► Handling Environmental Complaints

Biodiversity

On January 22, 2010, we signed up to the Japan Business Federation's (Nippon Keidanren) Declaration of Biodiversity as a Promotion Partner. This means that we support the seven principles set out in the declaration and that we intend to take the initiative in our business activities and act in accordance with the declaration and accompanying action policy. Although we make every effort to incorporate biodiversity into all of our day-to-day business activities here at the Mitsui Chemicals Group, we are particularly increasing our focus on areas such as chemical safety and management, based on the fact that environmental initiatives are inextricably linked to biodiversity.

Nippon Keidanren Declaration of Biodiversity

1. Appreciate nature's gifts and aim for corporate activities in harmony with the natural environment
2. Act from a global perspective on the biodiversity crisis
3. Act voluntarily and steadily to contribute to biodiversity
4. Promote corporate management for sustainable resource use
5. Create an industry, lifestyle and culture that will learn from biodiversity
6. Collaborate with relevant international and national organizations
7. Spearhead activities to build a society that will nurture biodiversity

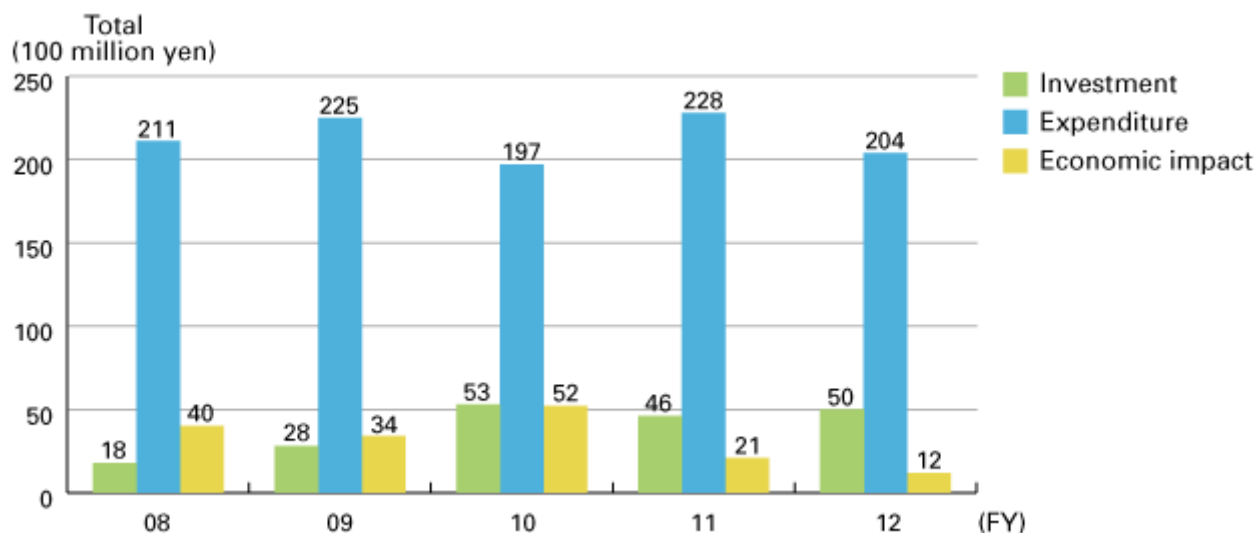
Environmental Protection

- Goals and Results
- Commitment to Preventing Global Warming
- Reducing Industrial Waste
- Substances Subject to the PRTR Act
- Hazardous Air Pollutants
- Volatile Organic Compounds
- Environmental Impact (NOx, COD, etc.)
- Biodiversity
- ▼ Environmental Accounting
- Input⇒Output Data
- Environmental Impact Assessment (Eco-Efficiency)
- Handling Environmental Complaints

Environmental Accounting

Mitsui Chemicals invests as much as is necessary in responsible care (RC), including environmental initiatives and occupational health and safety. We also compile and publish our environmental accounts in accordance with the Environmental Accounting Guidelines set out by the Japanese Ministry of the Environment in 2005. We invested approximately ¥5 billion and spent a further ¥20.4 billion to protect the environment in fiscal 2012, maintaining roughly the same levels as fiscal 2011. This money helped fund specific measures to save energy, reduce GHG emissions, prevent water pollution and recycle industrial waste. Including savings in resources and energy, our environmental initiatives in fiscal 2012 had an economic impact worth approximately ¥1.2 billion.

Environmental accounts



Breakdown of environmental costs and benefits

Period: April 1, 2011 – March 31, 2012
Unit: Million yen

Environmental preservation costs				Environmental preservation benefits		
Category	Main initiatives	Investment	Expenditure	Item	Fiscal 2011	Fiscal 2012
	Cost of reducing the environmental impact of production and service activities within our business area (business area costs)	4,915	14,939			

1	1-1 Cost of preventing pollution	Measures to reduce VOC emissions (air), odors, wastewater sludge, etc.	2,714	12,423	Emissions subject to the PRTR Act (tons)	1,749	1,744
					Emissions of hazardous air pollutants (tons)	64	34
					VOC emissions (tons)	2,171	2,655
					NOx emissions (tons)	3,049	2,944
					SOx emissions (tons)	527	646
					Soot and dust emissions (tons)	106	133
					Total COD (tons)	1,229	1,068
					Total nitrogen (tons)	1,312	987
					Total phosphorous (tons)	31	30
	1-2 Cost of protecting the global environment	Energy saving equipment	2,041	276	GHG emissions (1,000 tons)	4,631	4,462
					Tap water consumption (million m ³)	1	1
					Industrial water consumption (million m ³)	95	99
					Seawater consumption (million m ³)	398	356
					Effluent (million m ³)	473	429
					Wastewater (million m ³)	50	49
	1-3 Cost of recycling resources	Recycling waste plastic	160	2,239	Total industrial waste (tons)	129,485	108,839
					Industrial waste sent to landfill (tons)	17,624	470
					Recycling rate (%) (Waste recycled ÷	65.3	62.8

					waste sent off-site)		
2	Cost of reducing the environmental impact of production and service activities in upstream or downstream areas (upstream/downstream costs)		0	0			
3	Cost of environmental management activities (management activity costs)	Maintaining environmental management systems, training employees, etc.		957			
4	Cost of environmental research and development activities (R&D costs)	Developing products and processes to protect the environment, reduce environmental impact, etc.		3,500			
5	Cost of environmental social activities (social activity costs)	Funding measures to combat pollution, increasing greenery, etc.		274			
6	Cost of remediating environmental damage (environmental damage costs)	Remediating pollution, etc.	56	743			
Total			4,971	20,413			

Economic impact of environmental initiatives

Category	Main benefits	Monetary value
Income from recycling	Recycling waste into resources	577
Income from saving energy	Saving energy	1,160
Income from saving resources	Improving our raw material intensity index	

Environmental Protection

▶ **Goals and Results** ▶ **Commitment to Preventing Global Warming** ▶ **Reducing Industrial Waste**

▶ **Substances Subject to the PRTR Act** ▶ **Hazardous Air Pollutants** ▶ **Volatile Organic Compounds**

▶ **Environmental Impact (NOx, COD, etc.)** ▶ **Biodiversity** ▶ **Environmental Accounting**

▼ **Input⇒Output Data** ▶ **Environmental Impact Assessment (Eco-Efficiency)**

▶ **Handling Environmental Complaints**

Input⇒Output Data

Here at Mitsui Chemicals, we publish input-output reports outlining the amount of resources that we have consumed and the environmental impact of our business activities. We are actively working to save resources and reduce environmental impact throughout our business activities in the interests of sustainable development. We also conduct quantitative evaluations to ascertain the amount of resources consumed by our domestic and overseas subsidiaries and affiliates and their environmental impact, in an effort to improve the environment on a groupwide basis.

Input⇒output data (Mitsui Chemicals)

INPUT		Mitsui Chemicals	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	78,424		Products shipped (thousand tons)	5,277
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	7,155		GHG (thousand tons)	4,462
Others (thousand tons)	30		Fluorocarbons (tons)*	6
Water resources			NOx (tons)	2,944
Tap water (million m3)	0.7		SOx (tons)	646
Underground water (million m3)	1.2		Hazardous air pollutants (tons)	34
Industrial water (million m3)	99		VOC (tons)	2,655
Seawater (million m3)	356		Soot and dust (tons)	133
			Industrial waste	
			Total waste (thousand tons)	109
			External recycling (tons)	68
			External landfill (tons)	0.5
			Wastewater	
			COD (tons)	1,068
			Total nitrogen (tons)	987
			Total phosphorous (tons)	30
			Effluent (million m3)	429

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

Input⇒output data (Mitsui Chemicals works)

INPUT		Kashima Works	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	1,750		Products shipped (thousand tons)	198
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	223		GHG (thousand tons)	108
Others (thousand tons)	3		Fluorocarbons (tons)*	2
Water resources			NOx (tons)	67
Tap water (million m3)	0.0		SOx (tons)	18
Underground water (million m3)	0.5		Hazardous air pollutants (tons)	4
Industrial water (million m3)	4		VOC (tons)	98
Seawater (million m3)	0		Soot and dust (tons)	4
		Industrial waste		
		Total waste (thousand tons)	0.6	
		External recycling (tons)	421	
		External landfill (tons)	58	
		Wastewater		
		COD (tons)	105	
		Total nitrogen (tons)	2	
		Total phosphorous (tons)	0	
		Effluent (million m3)	3	

INPUT		Ichihara Works	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	28,510		Products shipped (thousand tons)	2,165
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	2,423		GHG (thousand tons)	1,492
Others (thousand tons)	6		Fluorocarbons (tons)*	1
Water resources			NOx (tons)	1,106
Tap water (million m3)	0.0		SOx (tons)	366
Underground water (million m3)	0.1		Hazardous air pollutants (tons)	3
Industrial water (million m3)	24		VOC (tons)	593
Seawater (million m3)	261		Soot and dust (tons)	42
		Industrial waste		
		Total waste (thousand tons)	10.7	
		External recycling (tons)	10,679	
		External landfill (tons)	3	
		Wastewater		
		COD (tons)	67	
		Total nitrogen (tons)	28	
		Total phosphorous (tons)	2	
		Effluent (million m3)	268	

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

INPUT		Mobara Branch Factory	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	840		Products shipped (thousand tons)	53
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	52		GHG (thousand tons)	39
Others (thousand tons)	2		Fluorocarbons (tons)*	0
Water resources			NOx (tons)	23
Tap water (million m3)	0.0		SOx (tons)	0
Underground water (million m3)	0.6		Hazardous air pollutants (tons)	0
Industrial water (million m3)	0.4		VOC (tons)	16
Seawater (million m3)	0		Soot and dust (tons)	0
		Industrial waste		
		Total waste (thousand tons)	1.9	
		External recycling (tons)	1,884	
		External landfill (tons)	0	
		Wastewater		
		COD (tons)	13	
		Total nitrogen (tons)	5	
		Total phosphorous (tons)	2	
		Effluent (million m3)	0.4	

INPUT		Nagoya Works	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	970		Products shipped (thousand tons)	72
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	67		GHG (thousand tons)	48
Others (thousand tons)	5		Fluorocarbons (tons)*	1
Water resources			NOx (tons)	5
Tap water (million m3)	0.0		SOx (tons)	0
Underground water (million m3)	0.0		Hazardous air pollutants (tons)	0
Industrial water (million m3)	5		VOC (tons)	3
Seawater (million m3)	0		Soot and dust (tons)	0
		Industrial waste		
		Total waste (thousand tons)	7.8	
		External recycling (tons)	5,851	
		External landfill (tons)	47	
		Wastewater		
		COD (tons)	16	
		Total nitrogen (tons)	6	
		Total phosphorous (tons)	1	
		Effluent (million m3)	4	

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

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INPUT		Osaka Works	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	30,520		Products shipped (thousand tons)	1,981
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	3,581		GHG (thousand tons)	1,661
Others (thousand tons)	2		Fluorocarbons (tons)*	2
Water resources			NOx (tons)	918
Tap water (million m3)	0.1		SOx (tons)	80
Underground water (million m3)	0.0		Hazardous air pollutants (tons)	16
Industrial water (million m3)	21		VOC (tons)	81
Seawater (million m3)	57		Soot and dust (tons)	16
			Industrial waste	
			Total waste (thousand tons)	13.9
			External recycling (tons)	12,077
			External landfill (tons)	95
			Wastewater	
			COD (tons)	240
			Total nitrogen (tons)	531
			Total phosphorous (tons)	6
			Effluent (million m3)	66

INPUT		Iwakuni-Ohtake Works	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	7,660		Products shipped (thousand tons)	523
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	575		GHG (thousand tons)	564
Others (thousand tons)	2		Fluorocarbons (tons)*	0
Water resources			NOx (tons)	300
Tap water (million m3)	0.1		SOx (tons)	171
Underground water (million m3)	0.0		Hazardous air pollutants (tons)	5
Industrial water (million m3)	30		VOC (tons)	1,271
Seawater (million m3)	38		Soot and dust (tons)	38
			Industrial waste	
			Total waste (thousand tons)	7.7
			External recycling (tons)	7,196
			External landfill (tons)	127
			Wastewater	
			COD (tons)	305
			Total nitrogen (tons)	23
			Total phosphorous (tons)	9
			Effluent (million m3)	63

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

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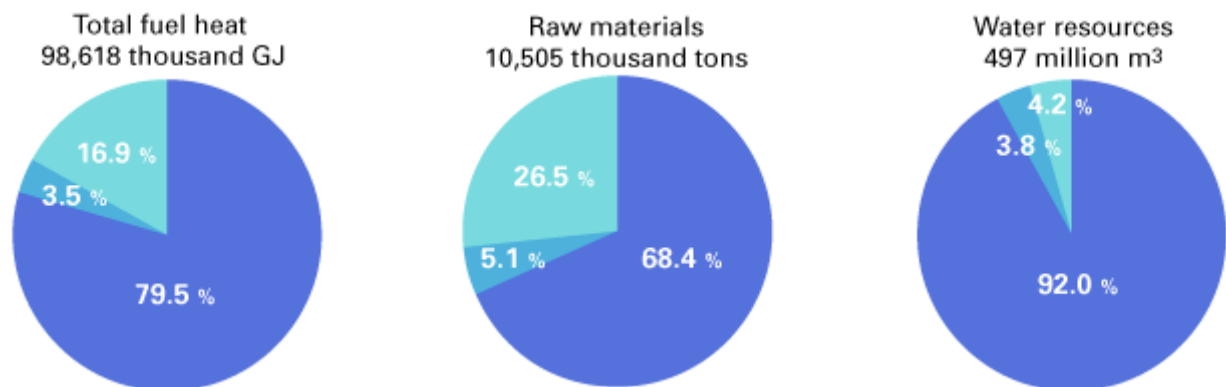
INPUT		Sodegaura Center	OUTPUT	
Energy			Products, etc.	
Total fuel heat (thousand GJ)	257		Products shipped (thousand tons)	0
Purchased materials			Atmospheric emissions	
Raw materials (thousand tons)	0		GHG (thousand tons)	11
Others (thousand tons)	0		Fluorocarbons (tons)*	0
Water resources			NOx (tons)	0
Tap water (million m3)	0.0		SOx (tons)	0
Underground water (million m3)	0.0		Hazardous air pollutants (tons)	0
Industrial water (million m3)	0		VOC (tons)	0
Seawater (million m3)	0		Soot and dust (tons)	0
			Industrial waste	
			Total waste (thousand tons)	0.9
			External recycling (tons)	476
			External landfill (tons)	2
			Wastewater	
			COD (tons)	0
			Total nitrogen (tons)	0
			Total phosphorous (tons)	0
			Effluent (million m3)	0

* Fluorocarbons: Subject to the Act on the Recovery and Destruction of Fluorocarbons

Input⇒Output Data for the Mitsui Chemicals Group

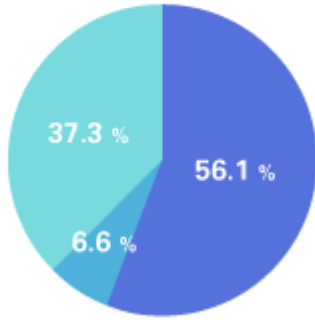
■ Domestic manufacturing sites ■ Domestic subsidiaries and affiliates ■ Overseas subsidiaries and affiliates

INPUT



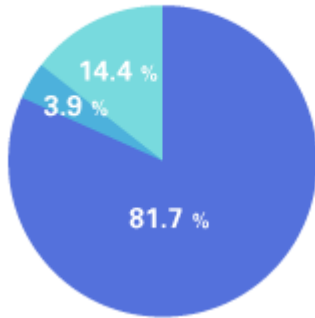
OUTPUT

Products
9,410 thousand tons

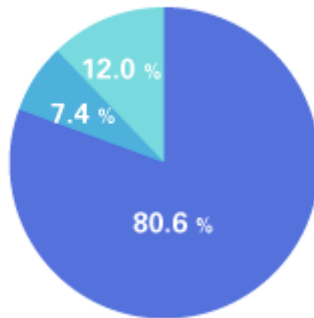


Atmospheric emissions

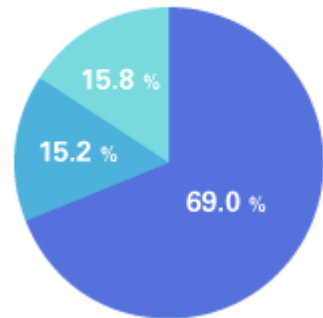
GHG
5,462 thousand tons



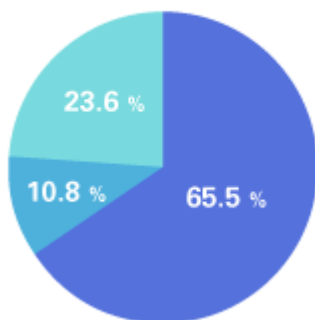
NOx
3,653 tons



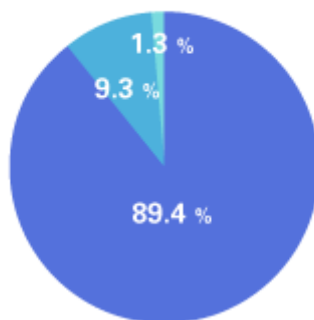
SOx
936 tons



Soot and dust
203 tons

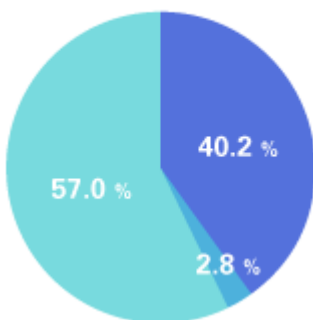


VOC
2,970 tons

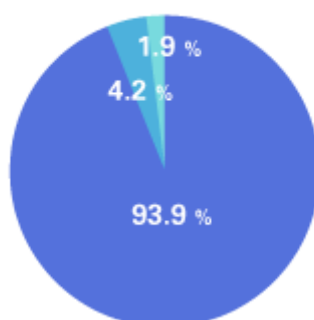


Water system

COD
2,659 tons

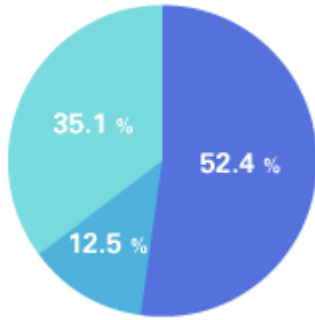


Effluent
498 million m³

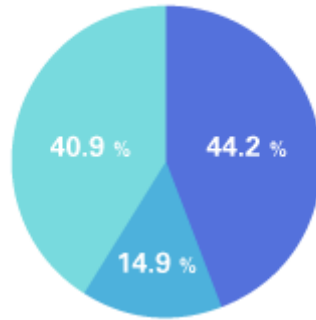


Industrial waste

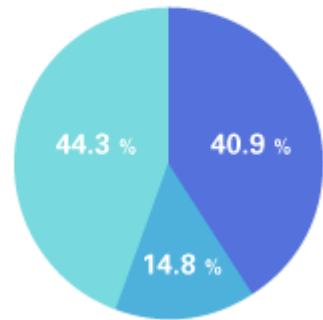
Total waste
208 thousand tons



Recycling
154 thousand tons



Landfill
1 thousand tons



Environmental Protection

- ▶ Goals and Results
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- ▶ Environmental Impact (NOx, COD, etc.)
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- ▶ Input⇒Output Data
- ▼ Environmental Impact Assessment (Eco-Efficiency)
- ▶ Handling Environmental Complaints

Environmental Impact Assessment (Eco-Efficiency)

As part of our commitment to sustainable development, both social and corporate, we use “eco-efficiency” to evaluate the relationship between our economic activities and the environmental impact of our business activities here at Mitsui Chemicals. Set out at the Earth Summit in 1992, eco-efficiency is an integrated index that takes into account both environmental and economic factors. It is used to measure the extent to which economic activities, including the provision of products and services, impact on the environment.

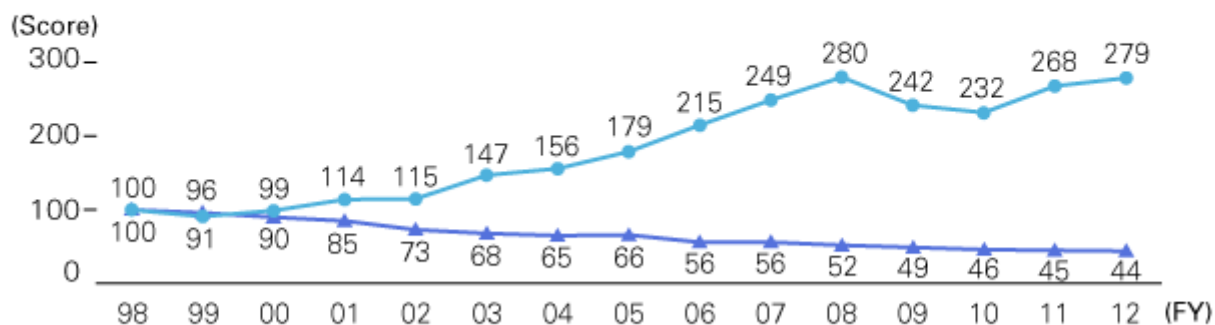
Eco-efficiency can be expressed using the following formula. To calculate Mitsui Chemicals' environmental load points (ELP), we use weighted coefficients appropriate for the chemical industry and the environment in Japan based on the Panel Method developed by Professor Katsuya Nagata from Waseda University.

$$\text{Eco-efficiency} = \frac{\text{Sales}}{\text{Environmental load points (emissions, waste, etc.)}}$$

Having maintained our sales figures and continued to implement environmental activities, in fiscal 2012 we achieved an ELP index of 44 and an eco-efficiency index of 279. This is the highest that both of these indices have been since the financial crisis in fiscal 2009.

Eco-efficiency and ELP indices (FY1998 = 100)

- Eco-efficiency index (Mitsui Chemicals non-consolidated net sales): Higher score indicates higher efficiency
- ELP index: Lower score indicates lower environmental impact



Calculating eco-efficiency index

FY 1998

FY 2012

Item	Integration coefficient	Actual total (t)	Integrated total (*10 ³)	Actual total (t)	Integrated total (*10 ³)
CO ₂ (GHG)	1	6,632,875	6,633	4,631,000	4,462
NOx	805	4,203	3,384	2,944	2,370
SOx	856	1,079	924	646	553
Priority substances	478	648	310	34	16
VOC	239	20,478	4,894	2,655	635
Soot and dust	321	381	122	133	43
COD	600	2,537	1,522	1,068	641
Nitrogen	600	5,608	3,365	987	592
Phosphorous	600	73	44	30	18
Waste	3	75,341	234	470	1.5
Integrated total (A)			21,430		9,331
Mitsui Chemicals sales (non-consolidated) (100 million yen) (B)			7,063		8,573
Environmental efficiency index (B) / (A) * 10 ⁻⁶			330		919
Eco-efficiency index			100		279

* Integration coefficients obtained by averaging coefficients for Japan, calculated by LCA, environmental, and corporate experts, based on the Panel Method developed by Professor Katsuya Nagata from Waseda University, with the coefficient for CO₂ as 1

Environmental Protection

► Goals and Results ► Commitment to Preventing Global Warming ► Reducing Industrial Waste

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► Input⇒Output Data ► Environmental Impact Assessment (Eco-Efficiency)

▼ Handling Environmental Complaints

Handling Environmental Complaints

In response to environmental complaints, we have issued apologies to local residents, talked the situation over and come to an understanding. In both cases, the works thoroughly reviewed the complaint and dealt with the matter quickly and effectively.

Response to environmental complaints

Works	Details	Response
Ichihara	Black smoke when starting up boiler	Established new operating techniques (adjusting air flow, etc.)
	Increased noise and pulsation from combustion in flare stack	Upgraded burners and established optimum steam flow
	Streams of polyethylene leaking from air release valves following emergency shutdown	Polyethylene recovered and an apology issued to local residents
Omuta	Complaints regarding odor due to sulfuric acid mist dispersing off-site	Preventive measures taken in line with administrative guidance

We are committed to rigorous management of chemicals at Mitsui Chemicals, and fully support the World Summit on Sustainable Development (WSSD) pledge to minimize the negative impact of chemicals on people and the environment by the year 2020.

Goals and Results

Goals for Fiscal 2012

- Implement chemical management system
Specific measures:
Conduct product and chemical risk assessments
Introduce and conduct environmental impact assessments
Establish integrated information management system for all products and chemicals

Fiscal 2012 Goals and Results

Level achieved : A

- Completed scheduled product risk assessments
- Carried out product assessments based on environmental impact assessment procedures
- Finished introducing integrated information management system

Priorities for Fiscal 2013

- Implement chemical management system
Specific measures:
Conduct product and chemical risk assessments and publish the results
Establish within the company and implement a definitive approach to environmentally friendly products
Start using integrated information management system for products and chemicals
- Ensure that all 2013 REACH substances are registered

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

We have also set out the following objectives and basic plan, as part of the 2020 targets under our Chemicals Management Strategy.

1. Establish environmental impact assessment technologies and standards, and actively promote the development of environmentally friendly products, in order to help create a sustainable society and maintain harmony with the environment
2. Conduct risk assessments for all products, based on the concept of product stewardship, and disclose the results to stakeholders, in order to help reassure the general public

Ensuring the Safety of Chemicals and Products

In fiscal 2012, we evaluated risks in line with our Chemicals Management Strategy, starting with high-priority products. We have assigned priorities and are formulating a set of guidelines for the purpose of carrying out assessments in the future. We have also introduced an integrated information management system for products and chemicals, to enable us to manage information more effectively.

We intend to continue with product risk assessments in fiscal 2013, so that we can disclose the results as we go and provide our customers with even more information. We are also planning to establish and implement a definitive approach to environmentally friendly products within the company itself.

New chemical management initiatives in line with new chemical legislation

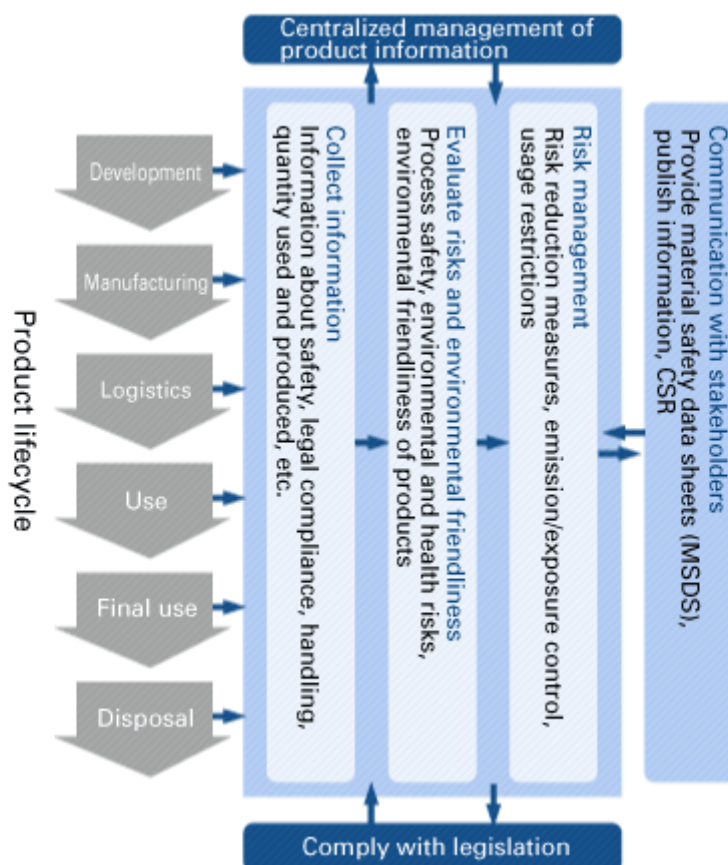
Our vision for chemical management is based on adequately controlling product risks throughout each product's lifecycle, from manufacturing to disposal, and on providing our customers with adequate information so that they can use our products more safely.

In order to effectively manage chemicals and provide reliable information, we intend to establish an integrated system that will enable us to manage information and legislation relating to all of our products and chemicals in one place. We are also committed to developing systems to disseminate information more efficiently, such as JAMP*, in order to share product information throughout the supply chain and improve mutual understanding with our stakeholders. We are committed to contributing to a sustainable society through activities such as these.

* JAMP: Joint Article Management Promotion Consortium

Project aimed at promoting the effective management of chemical information in partnership between multiple industries, including materials, components and assembled products

Mitsui Chemicals' vision for comprehensive chemical management



Results of chemical and product safety initiatives

1. Risk assessments

In fiscal 2012, we gathered safety data on our core products and submitted it to the Ministry of Economy, Trade and Industry. We also compiled information based on the results of risk assessments, to enable us to adequately control risks and to enable customers to use our products more safely. As the same time, we are currently trialing methods of disclosing risk assessment results, so that they can be easily understood by as many people as possible.

2. Environmental impact assessments

We conducted environmental impact assessments on products at our model plant. As a result, we have identified a number of areas in which data needs to be reflected in the relevant products. We also conducted environmental impact assessments to coincide with alterations to manufacturing processes and for our products when in use.

3. Integrated information management

Having introduced an integrated management system for all information relating to raw materials and chemicals contained in our products, we are in the process of transferring data collected from our various facilities. This will enable us to trace all chemicals in our products and provide information to stakeholders throughout the supply chain, and beyond, more easily and effectively. It will also enable us to monitor developments in chemical legislation in each country and ensure sufficient levels of compliance.

4. Raising in-house awareness

In an effort to raise awareness of chemical management amongst our employees, in fiscal 2012 we invited customers to come and give talks as part of a series of seminars, covering subjects such as environmental management and risk assessment. We have also been holding meetings with individual divisions and departments, in order to discuss chemical management initiatives.

Compliance with REACH (EU) and other new chemical management regulations

The European Union (EU) has introduced regulations on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) that require companies to register details of safety assessments with the authorities. The aim is to minimize the negative impact that commercially distributed chemicals can have on people's health and the environment. There are two key points to consider with regard to initiatives in response to REACH regulations.

The first of these is that the objectives set out under REACH are universal. Legislation is increasingly being introduced and tightened all over the world, not just in Europe. New chemical registration systems are emerging in countries such as China, Taiwan and South Korea for instance, whilst the United States is tightening up its Toxic Substance Control Act (TSCA). With that in mind, we are working directly with industry bodies, law firms, consultants and other specialist organizations all over the world so that we can keep up to date with new and revised legislation, and ensure that we are fully compliant.

The second key point is that we cannot ensure compliance with legislation on commercially distributed chemicals on our own. We need to actively encourage optimization throughout the supply chain, with every company or organization that handles chemicals coming on board. For instance, we are encouraging our partners to use OR2IS^{*2}, a cross-industry IT platform developed to maintain and manage information registered under REACH. We are also involved in the JAMP project to facilitate the provision of information on chemicals contained in products throughout the supply chain, as part of our ongoing commitment to advanced chemical management.

^{*2}Short for "OR-Related REACH Information Sheet", OR2IS provides a means of sharing information registered under REACH with all parties throughout the supply chain.

Quality

▼ Goals and Results

► Quality Improvement Initiatives

We are committed to continually improving the level of quality management here at the Mitsui Chemicals Group, under our Basic Policy Regarding the Environment, Safety, Occupational Health and Quality. We also make every effort to improve the quality of our products and services so as to increase customer satisfaction even further.

Goals and Results

Goals for Fiscal 2012

- Improve customer response procedures relating to chemical substances in the products
- Prevent complaints from recurring and effectively implement preventive measures

Fiscal 2012 Results and Assessment

Level achieved: A

- Established a dedicated department to deal with all customer inquiries regarding chemicals contained in our products and increase efficiency
- Prioritized products subject to the most complaints, investigated the underlying causes and took steps to prevent similar complaints in the future

Priorities for Fiscal 2013

- Continue with priority preventive measures for products subject to the most complaints and reinforce frontline capabilities in order to reduce complaints even further

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

Quality

► Goals and Results

▼ Quality Improvement Initiatives

Quality Improvement Initiatives

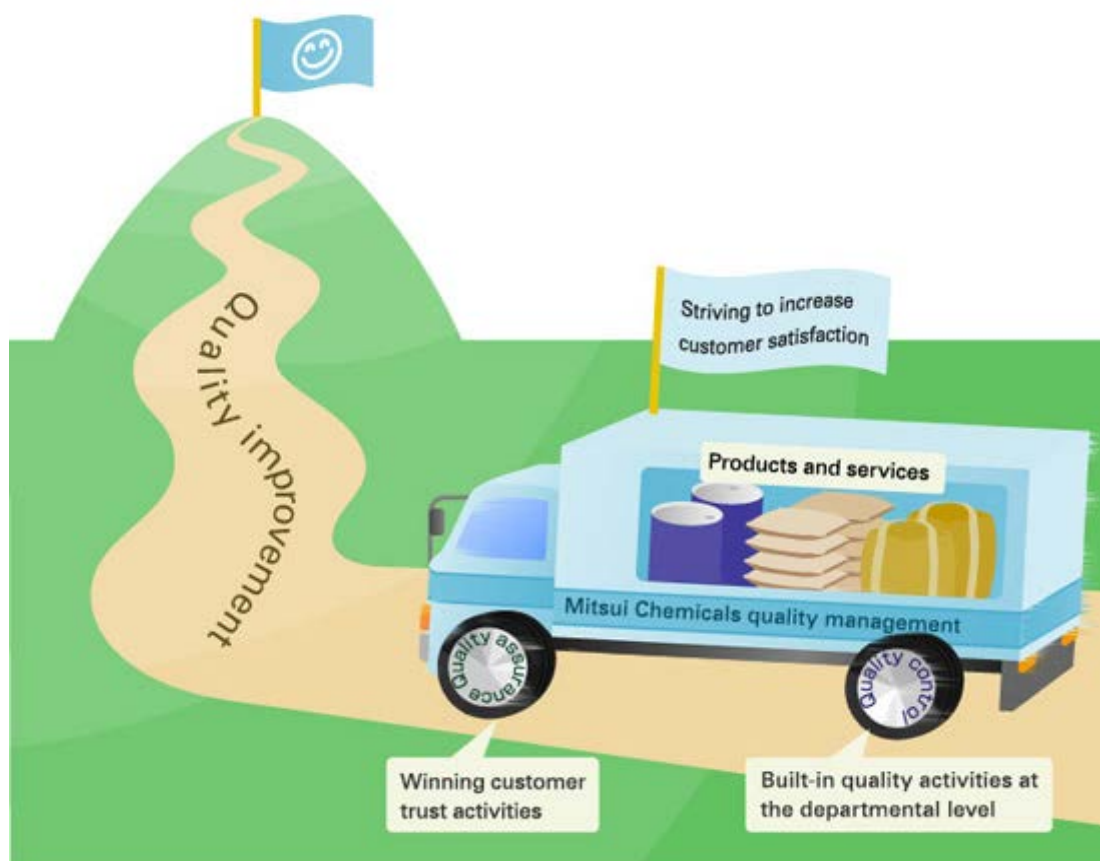
Quality Management System

The Mitsui Chemicals Group makes every effort to increase customer satisfaction via a two-pronged approach to quality management, based on quality control (“built-in quality activities”) and quality assurance (“winning customer trust activities”).

Our built-in quality activities are aimed at minimizing discrepancies at every stage of the process, including purchasing, design, logistics and sales as well as manufacturing, to enable every department to provide the same quality of product and service.

Our winning customer trust activities meanwhile are aimed at resolving issues from the customer's perspective, and are spearheaded by the Quality Assurance Department, independently of our sales and manufacturing sections.

Quality management system



Reference: ISO9000 (Quality management systems - Fundamentals and vocabulary)
Quality assurance: Part of quality management, focused on providing confidence that quality requirements will be fulfilled
Quality control: Part of quality management, focused on fulfilling quality requirements

Improving the level of quality management

Our efforts improve quality management standards revolve primarily around quality auditing and training. We are committed to improving our operations and providing guidance. That is why we conduct quality audits at all departments within the Mitsui Chemicals Group, including our Head Office, works, laboratories, and domestic and overseas affiliates. Our auditing activities enable us to quantitatively assess and improve quality management standards in each department, whilst also keeping individual departments under close control. As the final year in our three-year plan, we spent fiscal 2012 confirming that we have achieved our target quality standards at the departmental level. In terms of quality training meanwhile, we have formulated and started to trial a new training program. We have also continued to set out methods for preventive activities, which we began in fiscal 2011 in an effort to prevent frontline quality

issues from arising in the first place.

We are constantly working to raise levels of quality awareness on the frontline too, and give out awards to departments that have particularly helped to improve frontline quality standards, to coincide with the annual nationwide Quality Month campaign.

Responding to “Voice of customer”

Whenever we receive a complaint from one of our customers regarding our products or services, we respond as quickly as possible, identify the cause of the complaint, and take corrective action, through collaboration between the departments concerned. Details of the cause of the complaint and measures taken are then disseminated throughout the group, so as to prevent any similar issues from occurring in the future. In fiscal 2012, we set out to improve complaints handling capabilities for selected products and implemented preventive measures, to prevent similar issues from occurring in the future and to reduce complaints.

We also established a dedicated department to investigate and deal with all customer inquiries regarding chemicals contained in our products. This has enabled us to increase efficiency even further.

Quality activities on worksites: Initiatives at the Omuta Works

Our Omuta Works can trace its history back to 1912, when it started its operation by producing coal chemicals. These days, the works is a key component of our fiscal 2012 mid-term business plan, manufacturing polyurethane raw materials (isocyanates) and other fine synthetic organic chemicals. As we are looking to establish lens monomers, agrochemicals and polyurethane raw materials as three of the cornerstones of Mitsui Chemicals in the future, the Omuta Works is one of our core manufacturing facilities.

To ensure that the works runs safely and reliably, we need systems in place to carefully manage production activities on a daily basis. That is why we operate environmental management, occupational health and safety management, and quality management systems, as part of a continuing cycle of improvements based on PDCA procedures (plan-do-check-act).

We carry out quality control and assurance activities aimed at earning our customers' trust throughout the supply chain, from purchasing raw materials to delivering products. We also implement quality improvement activities aimed at improving product quality and our ability to actually build quality into our products, based on PKY procedures* on the shop floor. We will continue to respond precisely to our customers' comments and work tirelessly to increase customer satisfaction in the future, whilst getting each and every one of our employees involved in quality control and assurance activities so that we can reliably supply products that are all of equally high quality.

* Short for “process kiken yochi” (process hazard prediction), PKY procedures are incorporated into every process, from bringing in raw materials to manufacturing and shipping products. Every employee on the shop floor is required to identify tasks and equipment that could potentially cause quality issues, so that measures can be formulated and implemented in response.

Logistics

▼ Goals and Results

► Transporting Products Safely

Here at the Mitsui Chemicals Group, we carry out a wide range of initiatives to ensure that our products are transported safely.

Goals and Results

Goals for Fiscal 2012

- Continue to improve the safety and quality of logistics operations

Fiscal 2012 Results and Assessment

Level achieved: A

- Major accidents: 0 (as of March 15, 2012)
- Complaints: 5 (as of March 15, 2012)
- Cost of complaints: ¥3 million (as of March 15, 2012)

Priorities for Fiscal 2013

- Continue to improve the safety and quality of logistics operations (ongoing)

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

Transporting Products Safely

Dialog with Logistics Contractors

We are committed to conducting safety activities in partnership with our logistics contractors here at the Mitsui Chemicals Group.

The department responsible for logistics at each of our works organizes logistics meetings with the works' logistics contractors, usually once a month, in order to share information about accidents and other relevant matters, review details of *hiyari-hatto* (near-miss)^{*1} incidents, carry out onsite patrols and training, and improve communication. We also make every effort to prevent accidents as part of our logistics operations by requiring contractors to undergo responsible care audits and engaging in safety dialog with onsite operators, based on the principle of *Sangen Shugi*, or “the three actuals^{*2}.”

*1Near-miss: Any narrowly-avoided major accident or disaster

*2The three actuals: Solving problems by going to the actual location (*genba*), inspecting the actual situation (*genbutsu*) and ascertaining the actual facts (*genjitsu*)

Safety Measures using MSDS and Yellow Cards

As we handle high-pressure gas and numerous chemical substances legally specified as hazardous or toxic, we take the utmost care to ensure that our products are transported safely.

In order to provide logistics contractors with information about essential precautions when handling and storing our products (e.g. hazardous or toxic products), we supply them with material safety data sheets (MSDS). We also require drivers and other operators transporting our products to carry yellow cards outlining measures that need to be taken and information that needs to be reported in the event of an accident.



Yellow card

Eliminating transport-related and occupational accidents

Logistics operators have to perform numerous tasks in high places. Filling a tanker for instance involves working at a height of at least three meters off the ground. In the interests of safety, operators wear safety harnesses to prevent them from falling. They are also required to wear protective gear to prevent burns or injuries from exposure to chemicals. We are committed to promoting and enforcing basic safety rules.

1. If you cannot see clearly, get out of the truck and make sure it is safe before reversing.
2. When parking, make sure that the brake lock is on and put stoppers under the tires.
3. Always do a full walk-around inspection to check that everything is safe before starting the truck.

We are also running a nationwide campaign to reduce and eliminate accidents as part of our logistics operations.

Minimizing damage in the event of an accident

In an effort to minimize damage in the event of an accident whilst transporting our products, we have introduced a set of regulations outlining the Mitsui Chemicals Group Logistics Emergency Network (MENET). The network is divided into six areas covering different parts of the country and can be mobilized 24 hours a day. We also conduct emergency contact and mobilization drills twice a year.

MENET support bases



RC Promotion System

▼ Goals and Results

▶ RC Management System

▶ RC Promotion System

▶ Responsible Care Policy

▶ RC Audits

Here at the Mitsui Chemicals Group, we regard reinforcing corporate governance as one of the cornerstones of our business, in terms of earning the trust our shareholders, customers, members of the local community and all of our other stakeholders, and fulfilling our corporate social responsibilities.

Goals and Results

Goals for Fiscal 2012

- Conduct audits to effectively enforce compliance with chemical safety management and environmental safety legislation (ongoing)

Fiscal 2012 Results and Assessment

Level achieved: A

- No serious violations of chemical safety management and environmental safety legislation

Priorities for Fiscal 2013

- Conduct audits to effectively enforce compliance with chemical safety management and environmental safety legislation (ongoing)

※Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more and less than 95%, C: less than 70%

RC Promotion System

► Goals and Results

▼ RC Management System

► RC Promotion System

► Responsible Care Policy

► RC Audits

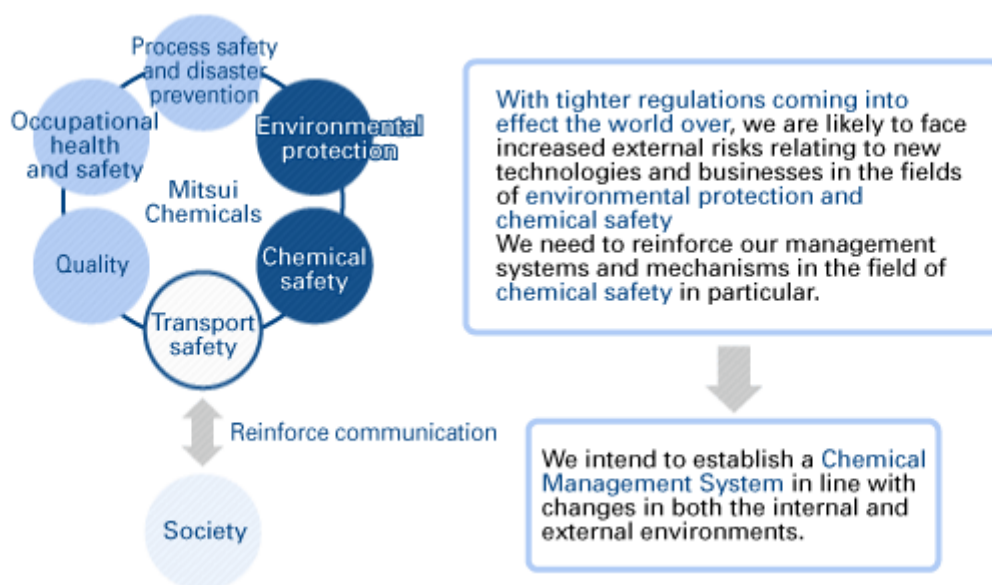
RC Management System

Here at the Mitsui Chemicals Group, we regard responsible care (RC) as one of the pillars of our management philosophy and incorporate it into all areas, from environmental protection, process safety and disaster prevention, to occupational health and safety, chemical safety, quality, transport safety and communication with society.

Whereas we have tended to focus on the environmental protection, process safety and disaster prevention, occupational health and safety, and quality until now, for environmental protection and chemical safety, it is expected that domestic and overseas regulations will become stricter and the external risks relating to new technologies and businesses will be increased. Therefore, it is particularly important that we reinforce our management systems and mechanisms in the field of chemical safety.

With that in mind, since fiscal 2011 we have been working to establish a Chemical Management System that extends beyond the bounds of chemical safety.

Relationship between our RC management system and society



RC Promotion System

► Goals and Results

► RC Management System

▼ RC Promotion System

► Responsible Care Policy

► RC Audits

RC Promotion System

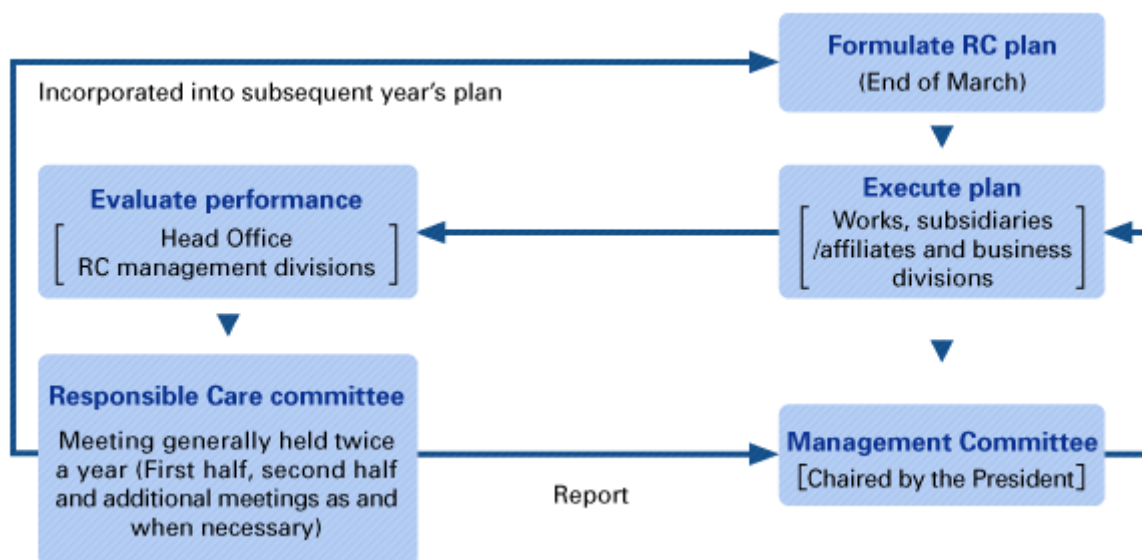
Our Responsible Care Committee (RC Committee) organizes meetings so that we can map out RC-related policies, strategies and plans, evaluate our performance and revise our RC system. Meetings are held three times a year, towards the end of July, October and January. A report outlining discussions at each meeting is then submitted to the Management Committee, so as to get executive management more involved in responsible care and to help create a more open management system.

The RC Committee consists of the following members.

- Chair: Board Director in charge of the RC Committee
- Vice Chair: Center Executive of the Production & Technology Center
- Permanent members: Executive in charge of the CSR Committee, Managers of the Planning and Coordination Divisions in each Business Sector, Manager of the RC & Quality Assurance Division, Manager of the Production & Technology Center Planning & Coordination Division, Manager of the Safety & Environment Division, Manager of the Human Resources Division, Manager of the Logistics Division, Manager of the CSR Division, Manager of the SCM Division, Managers from affiliates, etc.

Specific RC activities are carried out at each of our works, subsidiaries, affiliates and divisions, spearheaded by the person in charge of RC promotion of each Business Sector (Center Executive of each Division).

Operational flow of RC activities



Responsible Care

Here at the Mitsui Chemicals Group, we determine the core elements of our responsible care (RC) activities which are conducted in accordance with our Basic Policy regarding the Environment, Safety, Occupational Health and Quality, which was fully reviewed by the Management Committee before being brought into effect. Through these initiatives, we strive to earn society's trust and also to facilitate our own business activities.

RC encompasses all those activities that companies manufacturing or handling chemical substances pledge to undertake based on the principles of self-determination and responsibility. The activities are undertaken through the entire product lifecycle from development and manufacturing, transport, use, final consumption, and on to disposal, with the aim of protecting the environment and ensuring safety (process safety and disaster prevention, occupational safety, chemical safety and transport safety), occupational health, and quality as a basic policy. These are self-managed activities involving measures and improvements related to the environment, safety, occupational safety, and quality.

Please refer to the website of the Japan Responsible Care Council for more information about RC.

 [Japan Responsible Care Council \(JRCC\)](#) 

Basic Policy Regarding the Environment, Safety, Occupational Health and Quality

At the Mitsui Chemicals Group, we undertake business activities based on our corporate mission to “contribute broadly to society by providing high quality products and services to customers through innovations and creation of materials and products while keeping in harmony with the global environment”.

Consequently, in accordance with the Mitsui Chemicals Group Action Guidelines, in addition to placing priority on meeting our customers' needs, we recognize that legal and regulatory compliance, environmental preservation and safety are fundamental to corporate management. We are committed to implementing the following basic policy in relation to the environment, safety (process safety and disaster prevention, chemical safety and occupational safety), occupational health and quality.

1. The Environment

- We will help to preserve the environment through the development of new products and technologies.
- We will assess and reduce the environmental impact of our products throughout their lifecycle, from development to disposal.

2. Safety and Occupational Health

- We will make safety our top priority and strive to eliminate accidents and injuries.
- We will work to create an appropriate working environment and provide support to help our employees stay in good health.
- We will ensure the safety in the handling of all chemicals and prevent injury or harm to our customers and others involved in construction and logistics as well as our own employees.

3. Quality

- We will ensure customer satisfaction and provide high quality products and services that our customers can trust, so that they can feel confident when using products for their intended purpose.

4. Promoting Self-Management

- We will ensure compliance with all applicable legislation and continuously improve our performance with regard to the environment, safety, occupational health and quality through self-management, based on the principles of responsible care.

RC Audits

The Mitsui Chemicals Group is committed to improving the standard of its responsible care (RC) activities by consistently practicing the PDCA cycle. We conduct annual RC audits at our domestic manufacturing sites, research centers and worldwide subsidiaries and affiliates, in order to objectively evaluate the effective implementation of RC activities and provide guidance. Our environmental, safety, occupational health, and quality activities are audited by managers and dedicated members of staff from our RC & Quality Assurance Division and Human Resources Division, focusing on the achievement of priority objectives set out in our annual plans and progress dealing with items singled out for improvement in the previous year's audit.

Worldwide subsidiaries and affiliates eligible for RC support are jointly evaluated by our RC & Quality Assurance Division and the relevant business division at the company itself, using Environmental, Safety and Health Management Checklists. Relevant documents and workplaces are also inspected, in order to ascertain the current status of RC activities and provide guidance. This enables us to improve RC activities from the perspective of the group as a whole. We make every effort to carry out audits as effectively as possible, and determine the frequency of audits and key criteria carefully, taking into account the level of environmental, safety and health management at each subsidiary or affiliate, the frequency of occupational accidents and the type of operations carried out at each works.

In fiscal 2012, we conducted RC audits at four works, branch factories and research centers, and at 20 worldwide subsidiaries and affiliates (44 sites). In addition to improving the standard of RC activities, these audits also confirmed that there were no major legal violations.

Legal Compliance Audits at Manufacturing Sites

We are committed to legal compliance as one of our top groupwide priorities, and require all officers and employees to comply fully with applicable laws and regulations at all times, in accordance with the Mitsui Chemicals Group Action Guidelines.

In order to fully ensure legal compliance, we have set up dedicated audit departments at each of our works, in the form of either a Safety Audit Department or an Audit Group (Safety & Environment Department). The relevant departments conduct audits in relation to key legislation applicable to the works, including the High Pressure Gas Safety Act, the Fire Service Act, Industrial Safety and Health Act, and the Poisonous and Deleterious Substances Control Act. The same departments also conduct inspection management audits for the purpose of high pressure gas certification, reflecting our commitment to voluntary safety measures.

The RC & Quality Assurance Division at Mitsui Chemicals Head Office has its own dedicated Audit Group, which conducts the following groupwide RC audits.

1. Legal compliance audits at domestic manufacturing sites and research centers, examining seven laws, including the High Pressure Gas Safety Act, the Fire Service Act, the Poisonous and Deleterious Substances Control Act, Industrial Safety and Health Act, the Water Pollution Control Act and the Air Pollution Control Act
Internal audits ensure that internal controls are functioning effectively and legal compliance is being strictly enforced. We therefore decided to reduce the frequency of legal compliance audits from once a year to once every two years from fiscal 2012 onwards.
2. Audits relating to Accredited Safety Inspections and Accredited Completion Inspections at domestic manufacturing sites and other facilities accredited under the High Pressure Gas Safety Act
3. Audits examining progress with RC activities at domestic manufacturing sites, research centers and worldwide subsidiaries and affiliates

Audit results for fiscal 2012 were as follows.

1. We conducted legal compliance audits at our domestic manufacturing sites (3 works, 1 branch factory) and research centers once at each site, and confirmed that there were no violations of key legislation.
2. We conducted inspection management audits for the purpose of high pressure gas certification at three works (twice at each site) and confirmed that there were no violations of the High Pressure Gas Safety Act or any other issues with inspections.
3. We conducted environmental safety audits at our domestic manufacturing sites (4 works, 1 branch factory), research

centers and 20 worldwide subsidiaries and affiliates (44 sites), and quality audits at four domestic manufacturing sites, 16 business divisions and 18 worldwide subsidiaries and affiliates (19 sites), and made every effort to improve the standard of RC activities.

Having introduced legal compliance audits relating to chemical safety management in fiscal 2010, we conducted audits at 16 business divisions, three branches, eight research departments and ten domestic affiliates in fiscal 2012, and confirmed that there were no violations of key legislation.

International certifications and fiscal 2012 RC audits at subsidiaries and affiliates

Country	Company	International certifications				FY2012 RC audit	
		ISO 9001	ISO 14001	OHSAS 18001	Others	■ Onsite audit □ Document audit only	
Japan	Shimonoseki Mitsui Chemicals, Inc.	○	○	—		■	■
	Hokkaido Mitsui Chemicals, Inc.	○	—	—		□	
	Mitsui Chemicals Tohcello, Inc. (Head Office)	—	—	—			
	Mitsui Chemicals Tohcello, Inc. (Koga Factory)	○	○	—		□	
	Mitsui Chemicals Tohcello, Inc. (Ibaraki Factory)	○	○	—		■	
	Mitsui Chemicals Tohcello, Inc. (Hamamatsu Factory)	○	○	—		□	
	Mitsui Chemicals Tohcello, Inc. (Katsuta Factory)	○	○	—		□	
	Mitsui Chemicals Tohcello, Inc. (Anjo Factory)	○	○	—		■	
	Japan Composite Co., Ltd.	○	○	—		□	
	Saxin Corporation	○	○	○		□	■
	Mitsui Chemicals Industrial Products, Ltd. (Saitama Office)	○	○	—		■	
	Mitsui Chemicals Industrial Products, Ltd. (Ohtake Office)	○	○	○			□
	Tohoku Polymer Co., Ltd.	—	—	—		□	
	Sun Alloys Co., Ltd.	○	—	—		□	
	Tohoku Uloid Industry Co., Ltd.	—	—	—		■	
	Sunrex Industry Co., Ltd.	○	○	—		□	
	Prime Polymer Co., Ltd.						

	(Head Office)	—	—	—			■
	MC Industries, Ltd. (Shimizu Factory)	○	○	○		□	
	MC Industries, Ltd. (Kaibara Factory)	○	○	—		■	
	Mitsui Fine Chemicals, Inc.	—	—	—			■
	Sun Medical Co., Ltd.	○	—	—		■	
	Toyo Beauty Supply Corporation	—	—	—	ISO13485	■	■
	Yamamoto Chemicals, Inc.	○	○	—		□	■
	Nippon Aluminum Alkyls, Ltd.	○	○	○			
	Mitsui Chemicals Agro, Inc. (Head Office)	—	—	—			■
	Utsunomiya Chemical Industry Co., Ltd. (Funaoka Factory)	○	—	—		□	
	Utsunomiya Chemical Industry Co., Ltd. (Shinshiro Factory)	○	—	—		■	
	Utsunomiya Chemical Industry Co., Ltd. (Utsunomiya Works)	○	—	—		■	
	Utsunomiya Chemical Industry Co., Ltd. (Tosu Factory)	○	—	—		□	
USA	Anderson Development Company	○	○	○		□	■
	ESCO COMPANY, LLC	○	SOCMA Chem Stewards	SOCMA Chem Stewards		□	■
	Advanced Composites, Inc. Ohio	○	○	○		□	■
	Advanced Composites, Inc. Tennessee	○	○	○		□	■
	SDC TECHNOLOGIES INC.	—	—	—		■	
	Image Polymers Company, LLC	—	—	—			■
	Mitsui Chemicals America, Inc.	—	—	—			■
Mexico	Advanced Composites Mexicana, S.A.de C.V.	○	○	Planned	TS16949	■	■
Europe	Sun Alloys Europe GmbH	○	—	—			
	Mitsui Chemicals Europe GmbH	—	—	—			
	P.T. Cosmo						

Indonesia	Polyurethane Indonesia	○	○	—		■	■
	P.T. PETNESIA RESINDO	○	○	○		■	■
	P.T. Amoco Mitsui PTA Indonesia	○	○	○		■	■
Thailand	THAI MITSUI SPECIALTY CHEMICALS CO., LTD.	○	○	○		■	
	Mitsui Hygiene Materials (Thailand) Co., Ltd.	○	○	○		□	
	SIAM MITSUI PTA CO., LTD.	○	○	○		■	
	Thai PET Resin Co., LTD.	○	○	Planned		□	
	GRAND SIAM COMPOSITES CO., LTD.	○	○	○	TS16949	□	
Malaysia	Cosmo Scientex (M) Sdn. Bhd.	○	○	○		■	
	COSMO POLYURETHANE MALAYSIA SDN.BHD	○	○	—		■	
Singapore	mitsui ELASTOMERS SINGAPORE PTE. LTD.	○	○	○		□	
	mitsui PHENOLS SINGAPORE PTE. LTD.	○	○	○		□	
India	MITSUI PRIME ADVANCED COMPOSITES India PVT. Ltd.	○	○	Planned		□	
China	Tianjin Cosmo Polyurethane Co., Ltd.	○	○	Planned		□	■
	Zhang Jia Gang Free Trade Zone Mitsui Linkupon Advanced Material, Inc.	○	○	—	TS16949	□	■
	Mitsui Advanced Composites (Zhongshan) Co., LTD.	○	○	—		■	■
	Foshan Mitsui Chemicals Polyurethanes Co., Ltd.	○	—	—		■	

Communication with Society

Here at the Mitsui Chemicals Group, we are always trying to be as receptive as possible to what people want and what they expect from us. We are fully committed to communication with our stakeholders to achieve that.

▶ Respect for Human Rights

Here at the Mitsui Chemicals Group, we regard human rights as universal values and make every effort to put people first in all of our corporate activities.

▶ Basic philosophy on human rights

▶ Working with our suppliers

We purchase items from our suppliers fairly and in good faith, and make every effort to ensure mutually sustainable growth.

▶ Goals and Results

▶ Purchasing Policy

▶ CSR Procurement

▶ Working with our Employees

We are committed to providing the best environment for our employees, so that they feel a sense of personal and professional motivation.

▶ Goals and Results

▶ Promoting and utilizing human resources

▶ Creating an Employee-Friendly Working Environment

▶ Employee Health

▶ Working with Local Communities

We are committed to working in harmony with local communities on a range of initiatives to ensure that our sites are as open as possible.

▶ Goals and Results

▶ Dialog with Local Communities

▶ Exchange with Local Communities

▶ Public Recognition

▶ Working with our Customers

We work as a team to meet the needs of our customers, so that we can be of service and help make people's everyday lives easier and more comfortable.

▶ Marketing "Meister" system

▶ Working with our Shareholders

We provide our shareholders and investors with all the information they need on an ongoing basis, through general meetings of shareholders and other investor relations (IR) activities, in an effort to repay the trust that they have placed in us.

▶ Goals and Results

▶ Disclosure of Information to Shareholders

▶ Working with Industry and Academia

We encourage collaboration between industry and academia through initiatives such as organizing international symposiums and engaging in joint research projects with industrial, governmental and academic bodies.

▶ Goals and Results

▶ Promoting Joint Research and Projects

▶ Social Contribution Activities

We undertake a range of activities in accordance with the Mitsui Chemicals Group Social Activities Policy, in line with the expectations and best interests of our stakeholders.

▶ Goals and Results

▶ Nurturing Future Generations

▶ Environmental Preservation

▶ Disaster Relief

▶ Contributing to society/exchange with local communities

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

▶ Disaster Recovery Support

In the wake of the unprecedented devastation caused by the Great East Japan Earthquake on March 11, 2011, we tried to do our bit through activities such as sending relief supplies and donations. Mitsui Chemicals employees volunteered to lend a hand too, eager to do anything they could to get involved in recovery support activities. This section also looks at support activities carried out by group companies in Thailand, after the country was devastated by flooding.

▶ [Report on disaster recovery support following the Great East Japan Earthquake](#)

▶ [Report on support activities following flooding in Thailand](#)

Respect for Human Rights

▼ Basic philosophy on human rights

Respect for human rights is one of the fundamental principles that underpin our business activities in Japan and all over the world. The Mitsui Chemicals Group's basic philosophy on human rights is as follows.

Basic philosophy on human rights



Here at the Mitsui Chemicals Group, we regard human rights as universal values and make every effort to put people first in all of our corporate activities.

Having signed up to the UN Global Compact in 2008, we are continually working to uphold and promote the ten principles set out therein, which include human rights. The Mitsui Chemicals Group Action Guidelines (February 2006) and the Mitsui Chemicals Group Human Resources Management Policy (January 2007) clearly set out our legal compliance, commitment to respecting diversity and individuality, stamping out discrimination based on gender, race, nationality, age or religion, eliminating all forms of harassment and helping to protect human rights.

We consider our employees to be our most important assets and pay particular attention to the following points.

- ▶ Promoting and utilizing human resources
- ▶ Training and securing global human resources
- ▶ Promoting a work-life balance
- ▶ Work-life balance support schemes
- ▶ Respect for diversity and individuality
- ▶ Employee health
- ▶ Risk Hotline

Although our employees are key stakeholders, we are equally committed to respecting the human rights of all of the stakeholders who are in some way linked to our business activities. As part of our relationship with our suppliers for instance, we have clearly set out the Mitsui Chemicals Group Purchasing Policy and are constantly working to ensure legal compliance, provide equal opportunities and improve transparency, as well as maintaining and promoting fair and impartial business practices. We have also extended our Risk Hotline so that it is now accessible to suppliers and are determined to keep on building stronger partnerships in the future.

 UN Global Compact  Mitsui Chemicals Group Action Guidelines

Working with our Customers

▼ Marketing “Meister” system

As a material manufacturer, we don't manufacture many finished products here at the Mitsui Chemicals Group. Nonetheless, we are constantly working as a team to meet the needs of our customers, so that we can be of service and help make people's everyday lives easier and more comfortable.

We supply “industrial and lifestyle materials” for a more convenient and stable life, “comfort and functional materials” for a safe and full life, “new energy and environmental materials” for a more environmentally friendly life, and “health and high quality materials” for a comfortable, high quality life. We are always talking to our customers, in an effort to provide products and services that offer a greater level of satisfaction. Our goal is to fully understand what our customers want and what they expect of us, so that we can work out what we can do to help and provide solutions.

Marketing “Meister” system

Competition over cost and quality is becoming increasingly fierce all over the world. In the constantly changing world in which we live these days, it is not just important but absolutely crucial for companies to identify customers' needs quickly and accurately and meet their requirements.

It was with that in mind that we introduced the Marketing “Meister” scheme in July 2010, in an effort to recognize the actions and attitudes of individuals who provide outstanding customer service and serve as an example to other members of the Mitsui Chemicals Group. Marketing is about more than just selling products. It is becoming increasingly important to get more involved than that, to get customers to tell you what they want and what they are struggling with, and to work with them to resolve problems if necessary. As the word “marketing” suggests, you really need to take initiatives focused on the “market.” Here at the Mitsui Chemicals Group, we believe that attitude is crucial to earning the customer's trust and building a close, friendly relationship. We therefore select one or two Marketing Meisters from different divisions every year, based on recommendations from Business Sector General Managers and the approval of Business Sector Directors. We selected 11 members of staff in fiscal 2011 and a further nine in fiscal 2012, making a total of 20 to date.

Working with our suppliers

▼ Goals and Results

► Purchasing Policy

► CSR Procurement

We purchase items from our suppliers fairly and in good faith, and make every effort to ensure mutually sustainable growth.

Here at the Mitsui Chemicals Group, we regard all of our suppliers as good partners. We always purchase items from our suppliers fairly and in good faith so as to ensure mutually sustainable growth.

Goals and Results

Goals for Fiscal 2012

- Provide feedback on CSR Procurement Survey results to all suppliers
- Ask suppliers with a score of less than 10 to make improvements

Fiscal 2012 Results and Assessment

Level achieved : A

- Provided feedback on CSR Procurement Survey results to suppliers surveyed during fiscal 2011
- Asked suppliers with a score of less than 10 to make improvements

Priorities for Fiscal 2013

- Assist suppliers with a score of less than 10 with improvements
- Revise the contents of the CSR Procurement Survey based on social conditions, third-party opinions, etc.

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Purchasing Policy

As we regard all of our suppliers as good partners here at the Mitsui Chemicals Group, in April 2006 we formulated the Mitsui Chemicals Group Purchasing Policy in an effort to get our suppliers involved in our CSR-oriented purchasing activities. We have been purchasing supplies in accordance with the relevant policy ever since.

Mitsui Chemicals Group Purchasing Policy

As we rely on our suppliers to help us to enhance the group's corporate value through our purchasing activities, we regard all of our suppliers as good partners. We always deal with our suppliers fairly and in good faith and make every effort to ensure the mutually sustainable development of our corporate activities. As such, all purchasing divisions within the Mitsui Chemicals Group engage in purchasing activities in accordance with the following Purchasing Policy.

1. Legal compliance

We will strictly comply with all laws and social norms as part of our purchasing activities.

2. Equal opportunities and transparency

We will be wide open with our suppliers, both domestic and overseas, and provide equal opportunities for fair trade in good faith.

3. Harmony with the environment

We will endeavor to purchase goods and materials that have less impact on the environment.

4. CSR-oriented selection

When selecting suppliers, we will give priority to and seek to build stronger partnerships with companies that satisfy the following requirements.

- Strict compliance with laws and social norms
- Respect for human rights and consideration for working environments
- Commitment to environmental preservation and safety assurance
- Sound management
- Commitment to maintaining and improving appropriate standards in areas such as quality, price and delivery dates

Green purchasing

In October 2008, we established a new companywide purchasing system called PRECS and introduced green purchasing for office supplies and equipment. We have expanded the range of office supplies listed in the catalog every year since then, in an effort to offer users greater convenience. This has led to an increasing number of product categories, which is partly to blame for a decline in our green purchasing rate at Head Office, down from 75% in fiscal 2010 to 70%. PRECS was named after an appeal for suggestions from our employees and stands for “procurement” followed by “rigidification” (strict compliance), “efficiency,” “control” and “standardization,” four key words that form an essential part of our procurement activities.

Working with our suppliers

► Goals and Results

► Purchasing Policy

▼ CSR Procurement

CSR Procurement

The following is a timeline of our CSR procurement activities.

FY 2007:	Formulated the Mitsui Chemicals Group Purchasing Policy
FY 2008:	Conducted CSR Procurement Survey (raw materials)
FY 2009:	Provided feedback on survey results Conducted CSR Procurement Survey for all other supplies Introduced new PRECS* purchasing system and began green purchasing for office supplies and equipment
FY 2010:	Provided feedback on survey results
FY 2011:	Conducted CSR Procurement Survey for new suppliers
FY 2012:	Provided feedback on survey results

* PRECS was named after an appeal for suggestions from our employees and stands for “procurement”, “rigidification” (strict compliance), “efficiency”, “control” and “standardization”.

Feedback on the CSR Procurement Survey

We have provided suppliers with feedback on the results of the CSR Procurement Survey conducted in fiscal 2011. The 20 requirements included in the survey were as follows.

CSR Survey

1. Has set out management principles, corporate action guidelines, etc.
2. Has compiled manuals, guidebooks or other such materials relating to legal and regulatory compliance and ensures that they are followed by all employees
3. Has an internal whistle-blower system for reporting illegal actions
4. Respects patents, copyrights, trademarks and other intellectual property
5. Has formulated regulations for the protection of corporate and personal information and manages information appropriately
6. Does not discriminate based on gender, race, nationality, age, religion or disability in the recruitment, assignment, training, evaluation or remuneration of employees
7. Prohibits all forms of harassment, and upholds and respects human rights
8. Prohibits child and forced labor
9. Has formulated basic policies regarding the environment, safety, occupational health and quality
10. Has acquired ISO 14001 and other relevant external certifications
11. Monitors levels of chemicals with a potentially adverse impact on the environment in its products
12. Strives to reduce air and water pollution and industrial waste
13. Has obtained external Occupational Safety and Health Management System (OSHMS) certification
14. Has compiled a response manual in the event of an emergency, disaster or accident
15. Provides shareholders with accurate reports containing financial and other required information
16. Compiles and publishes reports relating to CSR (corporate social responsibility) and the environment
17. Is preparing for compliance with the Japanese SOX Act
18. Has internal auditing capabilities and/or bodies
19. Has acquired ISO 9001 and other relevant external certifications
20. Has in place response manuals and other tools to deal with product complaints

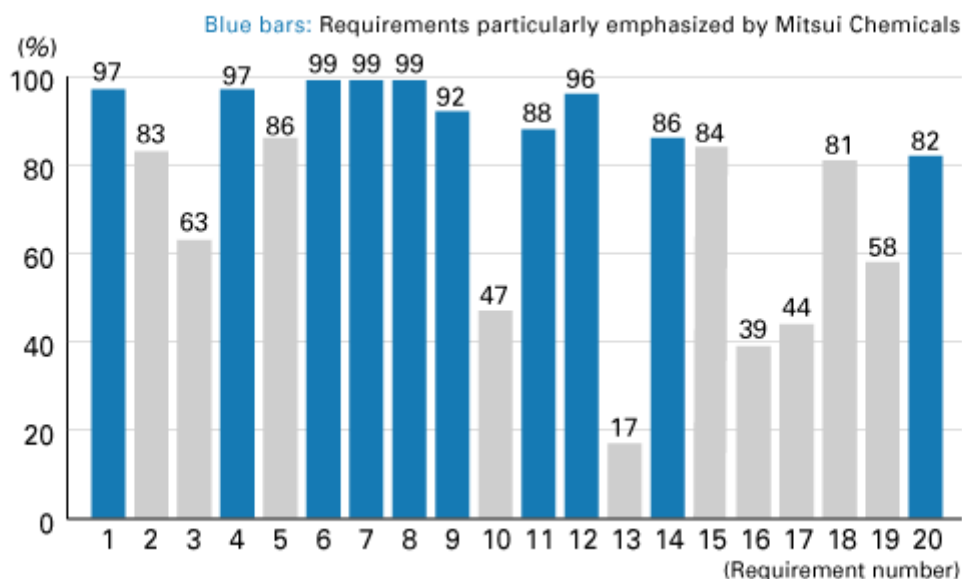
CSR Procurement Survey results

We have compiled the results of CSR Procurement Surveys dating back to the first survey in fiscal 2008. We have received responses from 1,925 companies to date, with an average score of 15.4 (out of 20). Please see the graph below for full details.

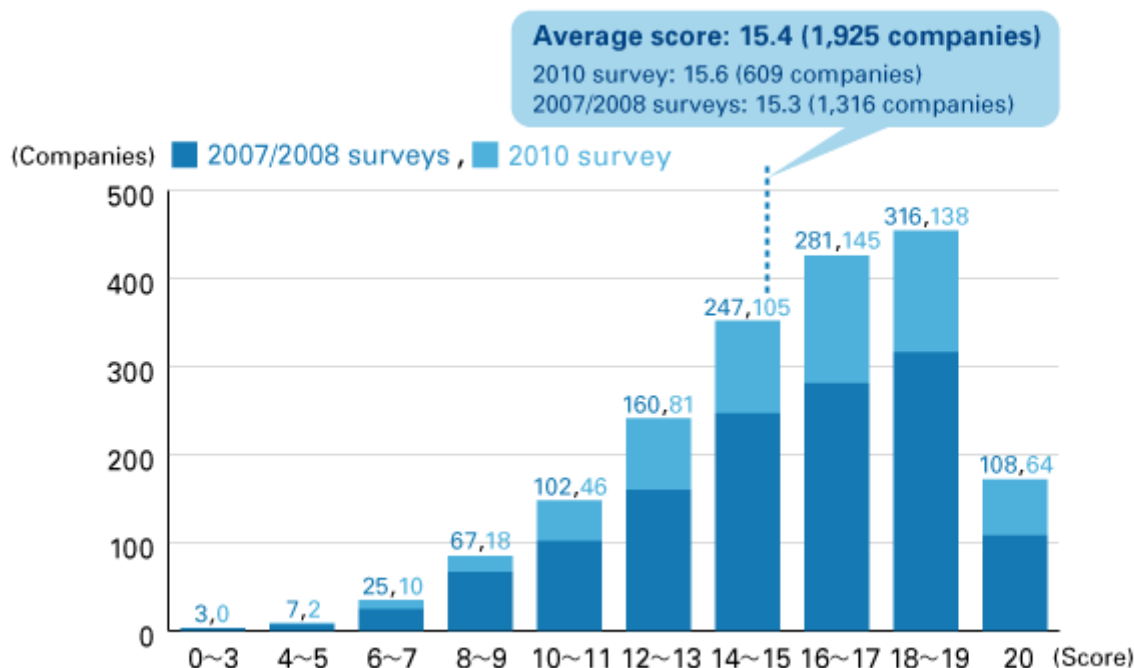
The following ten requirements, which we have earmarked as priorities, all scored highly, ranging from 82% to 99%.

1. Has set out management principles, corporate action guidelines, etc.
4. Respects patents, copyrights, trademarks and other intellectual property
6. Does not discriminate based on gender, race, nationality, age, religion or disability in the recruitment, assignment, training, evaluation or remuneration of employees
7. Prohibits all forms of harassment, and upholds and respects human rights
8. Prohibits child and forced labor
9. Has formulated basic policies regarding the environment, safety, occupational health and quality
11. Monitors levels of chemicals with a potentially adverse impact on the environment in its products
12. Strives to reduce air and water pollution and industrial waste
14. Has compiled a response manual in the event of an emergency, disaster or accident
20. Has in place response manuals and other tools to deal with product complaints

Percentages for each requirement



Score distribution



Extending Risk Hotline access to suppliers

In July 2010, we extended access to our Risk Hotline internal reporting system to include external parties and provided

approximately 1,400 suppliers with details of how to use the relevant service. This means that, if any supplier obtains information relating to issues such as potential compliance violations within the Mitsui Chemicals Group, they can report the matter to our Risk Hotline.

Working with our Shareholders

▼ Goals and Results

► Disclosure of Information to Shareholders

In addition to continually enhancing the corporate value of the Mitsui Chemicals Group, through a range of measures aimed at reinforcing corporate governance and increasing management transparency, we also publish information in an appropriate and timely manner and make every effort to repay the trust placed in us by our shareholders and investors.

Goals and Results

Priorities for Fiscal 2012

- Change the venue for general meetings of shareholders to enable more shareholders to attend
- Send out notices to convene at least three weeks in advance
- Continue the practice of exhibiting products and display panels at general meetings of shareholders and getting directors to provide supplementary information

Fiscal 2012 Results

Level achieved : A

- Changed the venue for general meetings of shareholders to Nihonbashi Mitsui Hall to enable more shareholders to attend
- Sent out notices to convene the general meeting of shareholders at least three weeks in advance and enclosed additional information to give shareholders a better understanding of the company
- Continued the practice of exhibiting products and display panels at general meetings of shareholders and getting directors to provide supplementary information

Goals for Fiscal 2013

- Continue to improve notices to convene general meetings of shareholders, to make them easier for shareholders to understand
- Use a professional narrator to provide explanations of items covered at general meetings of shareholders, so that details are easier for shareholders to hear
- Continue the practice of exhibiting products and display panels at general meetings of shareholders and getting directors to provide supplementary information

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Working with our Shareholders

► Goals and Results

▼ Disclosure of Information to Shareholders

Disclosure of Information to Shareholders

General Meetings of Shareholders

We regard general meetings of shareholders as an opportunity for frank discussion between our shareholders and management. We are therefore committed to responding openly and clearly to any questions our shareholders may have, to provide a more in-depth understanding of Mitsui Chemicals.

At our general meeting of shareholders on June 26, 2012, we positioned members of staff outside the venue to exhibit and provide information about the Mitsui Chemicals Group's products and CSR activities. After the meeting, board members also took part in discussions outside the venue, providing the opportunity to talk to shareholders in greater depth.

Holding regular briefing sessions for analysts and investors

Following the publication of our end-of-year results in May and second quarter results in November, we hold briefing sessions for analysts and institutional investors so that the President can outline our current position. We also hold conference calls for analysts and institutional investors to coincide with the publication of our end-of-year and quarterly results.

We post all handouts and audio from these briefings on the Investor Relations section of our website.

In fiscal 2012, we also started holding briefing sessions for individual investors.


 Investor Relations

Publishing IR information

Whenever we issue press releases disclosing IR information, including summary financial statements, information subject to timely disclosure, security reports, annual reports (in both English and Japanese), materials for analysts and institutional investors, financial highlights, corporate governance updates and notices to convene general meetings of shareholders, we always post the relevant information on our website immediately afterwards.

We also send out a video message from the President for shareholders and investors every six months.

In fiscal 2012, the Investor Relations section of our website was selected by Nikko Investor Relations Co., Ltd. as one of the 95 most comprehensive websites of all listed companies in Japan.

 Investor Relations

Basic Policy on Profit Sharing

Our top priority is to expand operations to enhance our corporate value, while we also consider giving profits back to our shareholders to be another of our critical management priorities.

We adopt a holistic approach to profit sharing, including returning profits to our shareholders and increasing retained earnings in preparation for strategic growth and expansion in the future.

We make every effort to provide our shareholders with a return that reflects our consolidated performance over the medium to long term and to pay out dividends on a consistent basis, in line with our consolidated dividend payout ratio and consolidated dividends on equity (DOE). Specifically, we aim to maintain a consolidated dividend payout ratio of at least 25% and a DOE of at least 2%.

We use retained earnings to improve our performance, through initiatives such as actively investing in our business portfolio to facilitate further growth and expansion, and stepping up research and development to create innovative new technologies.

Working with our Employees

▼ Goals and Results

▶ Promoting and utilizing human resources

▶ Creating an Employee-Friendly Working Environment

▶ Employee Health

We are committed to providing the best environment for our employees, so that they feel a sense of personal and professional motivation.

Here at the Mitsui Chemicals Group, we are committed to giving our employees a sense of personal and professional motivation, with the goal of helping them to find happiness and self-fulfillment.

We encourage our employees to take good care of their health and make every effort to provide appropriate working environments, placing top priority on occupational health and safety.

Goals and Results

Goals for Fiscal 2012

- Ensure that employees genuinely appreciate the need to strike a work-life balance and encourage employees to improve their attitudes towards work
- Encourage a varied approach to work and extend efforts to create more free time
- Continue to implement comprehensive disease prevention measures and carry out planned improvements to local ventilation equipment

Fiscal 2012 Results and Assessment

Level achieved : A

- Instructed that details of individual systems and labor management procedures be incorporated into line manager training
- Planned and implemented measures to create more free time, based on specific conditions in each workplace (no overtime days, encouraging employees to leave on time, workplace-specific annual leave plans, etc.)
Created a channel for members of staff to share details of their respective efforts to create more free time and related issues, to encourage the implementation of effective measures in other workplaces
- Rolled out the Health Mileage Challenge, whereby teams collect “miles” based on the amount of exercise they have done and compete against other teams, on a companywide basis and reduced the number of days off work due to mental health issues
- Continued to carry out planned improvements to local ventilation equipment according to schedule

Goals for Fiscal 2013

- Continue to encourage a varied approach to work and extend efforts to create more free time
- Identify potential users of childcare and family care support systems and provide them with the necessary information
- Continue to implement comprehensive disease prevention measures and carry out planned improvements to ventilation equipment

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Working with our Employees

► Goals and Results

▼ Promoting and utilizing human resources

► Creating an Employee-Friendly Working Environment

► Employee Health

Promoting and utilizing human resources

We try to assign enthusiastic members of staff to positions in which they can make the most of abilities and actively promote human resources who are capable of producing results, in accordance with our Human Resources Management Policy.

Human Resources Management Policy

The Mitsui Chemicals Group Human Resources Policy outlines our attitude towards our employees and society as a whole. It is based on the fundamental principle that people need to be treated well, to enable the company and its employees to stimulate and actively enhance one another as they work to create a better future.

We aim to strike a balance between the sustainable growth of the Mitsui Chemicals Group and the happiness and self-fulfillment of our employees. That is the cornerstone of our human resource practices at all of our group companies around the world.

Mitsui Chemicals Group Human Resources Management Policy

1. “Always in good faith”

1. The Mitsui Chemicals Group (MCI) will ensure that its employees to “act in good faith” in accordance with its Action Guidelines and will recognize employees who act in that manner, providing them with an appropriate environment to make full use of their abilities.
2. MCI will comply with all applicable labor and employment legislation the world over
3. MCI will disclose details of all regulations relating to the recruitment, assignment, training, evaluation and remuneration of employees and will treat its employees fairly and impartially in accordance with such, ensuring that there is no discrimination based on gender, race, nationality, age, religion or disability.

2. “For people and society”

1. MCI will ensure that its employees act with “high regard for people and society” in accordance with its Action Guidelines and will recognize employees who act in that manner, providing them with an appropriate environment to make full use of their abilities.
2. MCI will protect employees' health and safety in the workplace.
3. MCI will uphold and respect human rights, and will not tolerate any form of harassment.

3. “Dream-inspiring innovation”

1. In order to achieve “dream-inspiring innovation”, MCI will ensure that its employees undertake the following actions in accordance with its Action Guidelines and will recognize employees who do so, providing them with an appropriate environment to make full use of their abilities.
 - Boldly take on new challenges without fear of failure, based on belief in your own potential
 - Enhance your sensitivity in order to create unique, new value
 - See, think and act for yourself
 - Strive to become a world-class professional with a global outlook
 - Help to nurture future generations by passing on your experience and skills
 - Combine individual strengths to create a stronger team through active communication

4. Taking into account the above requirements, we base our human resource practices on the following principles.

Principles for the sustainable growth of
the Mitsui Chemicals Group

Principles for the happiness and self-
fulfillment of employees

Organization	Create a strategic organizational structure and allocate the best possible human resources in order to achieve the required strategy	Allocate human resources based on their personal motivation and capabilities
Recruitment	Recruit human resources who are capable of contributing to corporate growth	Provide equal opportunities to motivated and capable human resources
Assignment	Actively promote human resources who are capable of producing results	Allocate human resources to positions in which they can make full use of their motivation and capabilities
Training	Create world-class professionals based on a long-term perspective	Provide employees with the support they need to mold themselves into world-class professionals
Evaluation	Evaluate employees' achievements appropriately	Evaluate employees fairly so as to enhance their motivation and capabilities
Remuneration	Create a remuneration system that is competitive in terms of business costs	Create a remuneration that is competitive in terms of securing motivated and capable human resources

Overview of human resource management: Relationship between the company and individuals



Our approach to human resource development

We are constantly striving to achieve innovation and make dreams come true through the power of chemistry here at the Mitsui Chemicals Group, and are committed to the happiness and self-fulfillment of our employees. Our basic approach to human resource development is to provide the optimum environment to our employees who can continually improve their own abilities through dialog with others. We adopt a long-term perspective and aim to create human resources who are capable of making a difference on a global scale. We have a wide range of internal and external programs in place to provide our employees with the support they need to develop their abilities and establish a global outlook.

Companywide training framework



Training and securing global human resources

We are committed to training and promoting human resources at Head Office and overseas affiliates to accelerate our global operations. Our training courses for managers at overseas affiliates for instance are attended by around 20 members of staff every year. We are also keen to promote initiatives such as rotation schemes and practical training for both domestic and overseas employees. Our focus is on securing and training human resources who are capable of making a global contribution to the Mitsui Chemicals Group as a whole, so that we can continue to become more competitive.

We also try to make an ongoing contribution on a regional level, through initiatives such as arranging company visits as part of a collaborative human resource development program sponsored by industrial and academic institutions in India, providing placements for interns from countries with close links to Mitsui Chemicals, such as China, Singapore and India, and organizing our own scholarship programs. We will continue to promote collaboration within the region in the future, as part of our commitment to training and securing human resources with a global outlook.

Passing on skills and techniques (Plant Operation Technology Training Center)

Since it was established in fiscal 2007, our Plant Operation Technology Training Center in Mobara (Chiba prefecture) has provided training for more than 2,900 employees at all levels, with a focus on new recruits. This reflects our ongoing commitment to passing on essential skills, to ensure safe and reliable operations throughout the Mitsui Chemicals Group, and instilling safety awareness based on first-hand experience. The unique experience-based training that the center provides has received glowing feedback from overseas customers. To date, the center has opened its doors to more than 340 customers from China, South Korea, Singapore, India, Thailand and numerous other countries.

Working with our Employees

► Goals and Results ► Promoting and utilizing human resources

▼ Creating an Employee-Friendly Working Environment ► Employee Health

Creating an Employee-Friendly Working Environment

We run a range of support programs in order to suit the working environments and lifestyles of individual employees.

Promoting a Work-Life Balance

Here at the Mitsui Chemicals Group, we regard our employees as crucial stakeholders without whom we couldn't achieve our corporate mission. We are therefore committed to striking a balance between the sustainable growth of the Mitsui Chemicals Group and the happiness and self-fulfillment of our employees. In order to achieve that, our goal is to create a relationship in which the company and its employees stimulate and actively enhance one another.

With that in mind, we have established an employee-friendly working environment complete with a full range of support programs, from childcare and family care schemes, such as reduced work hours, nursing care leave and subsidies for babysitting and home-care services, to housing and welfare support.

We are receptive to our employees' increasingly diverse needs and will continue to make any necessary improvements to working environments in the future, in order to maintain a sense of harmony between life inside and outside work.

General Business Owner Action Plan in Accordance with the Act for Measures to Support the Development of the Next Generation

On May 21, 2012, we were certified as a "standards-compliant general business owner" and were granted the "Kurumin" next-generation certification mark by the Ministry of Health, Labor and Welfare's Tokyo Labor Bureau, in accordance with the Act for Measures to Support the Development of the Next Generation.

We have always tried to create an environment that is rewarding for our employees, on both a professional and personal level. We have continued to improve conditions based on our employees' increasingly diverse needs, from reduced work hours and nursing care leave to subsidies for babysitting and home-care services.

The fact that we have been granted certification is recognition for our efforts to formulate and implement the action plans in the links below.

We will continue to actively promote a healthy work-life balance in the future, to create a harmonious environment in which employees find their work rewarding and are happy in their private lives.



"Kurumin" next-generation certification mark Providing support for childcare Business owners certified in 2012

List of Support programs

Time off and leave	<ul style="list-style-type: none">● Nursing care leave● Childcare leave (eligibility extended to encourage male employees to take childcare leave)● Special leave● Family care leave (eligibility extended to enable employees to take leave when family members are certified as being in need of support)
	<ul style="list-style-type: none">● Reduced work hours for childcare

Working hours	<ul style="list-style-type: none"> • Reduced work hours for family care • Limitation of overtime (childcare/family care) • Limitation of late night work (childcare/family care) • Work-from-home program (childcare/family care) • Company childcare center
Income	<ul style="list-style-type: none"> • Maternity pay • Childcare assistance • Family care assistance • Subsidies for home-care services • Subsidies for babysitting services

Staff Comment

Work is obviously important to me, but I want to play an active role in raising my child too. That's why I took five days' childcare leave when my first child was born. It felt good using the company's childcare leave scheme, which allows employees to take five days' paid leave, because the procedure involved was easy and everyone in my workplace was very understanding. Thanks to this scheme, I was able to be present at important moments such as the birth of my child and leaving hospital, and to do my bit to help out.

My wife and I both work, so it's a great help to have such a wide range of childcare options available. The thought of my child's smiling face spurs me on at work too. I intend to keep on using the company's schemes in the future so that I can get actively involved in raising my child.



Tetsuo Kurita
Synthetic Wooden Pulp
Dept., Nonwovens Fabric
Div. Functional Chemicals
Business Sector

Ichihara Dream Plaza Mitsui Chemicals daycare center

To provide additional support for employees continuing to work whilst raising children, in April 2009 we opened our very own Mitsui Chemicals daycare center near the Sodegaura Center and our Ichihara Works (Chiba prefecture). Although the center started out with just seven children, all 20 places had been filled by the end of fiscal 2010. We increased the center's capacity to 25 children in fiscal 2011.

The center's excellent facilities include a south-facing wall made entirely from glass and under-floor heating. It is the sound of children's laughter however that really brings Ichihara Dream Plaza to life.



Sports day at our daycare center

Respect for Diversity and Individuality

Our aim here at the Mitsui Chemicals Group is to actively harness diversity and create a company in which each and every employee can put their all into their work. We established the Promotion and Development of Women Team in 2006 and started promoting human resource diversity with an emphasis on gender equality.

In response to a changing environment as a result of rapid globalization, we reorganized activities in fiscal 2012 to include cross-cultural awareness and renamed the team the Diversity Promotion Team, creating a stronger framework through which to actively encourage diversity.

The team's priorities and goals include the following

(1) Promoting a corporate culture that actively encourages diversity

Changing awareness with regard to diversity, through line manager training, educational seminars, etc.

(2) Providing career development support

Promoting female employees to managerial positions and utilizing employees of other nationalities

(3) Helping employees to achieve a work-life balance

Raising awareness on an ongoing basis through activities such as workshops, reviewing childcare and nursing care schemes, expanding measures to create more free time.

We are also committed to creating jobs for disabled people and have achieved the legally required rate of disabled employment (1.8%) for eight years in a row since fiscal 2005, coming in at 1.89% in fiscal 2012. We will continue to

improve working environments in the future, so as to create a corporate culture in which disabled employees can put their all into their work.

Promoting diversity

	FY 2010	FY 2011	FY 2012
Number of female managers	107	115	125
Percentage of female managers	3.20%	3.60%	4.00%
Rate of disabled employment	1.91%	1.84%	1.89%

Working with our Employees

► Goals and Results

► Promoting and utilizing human resources

► Creating an Employee-Friendly Working Environment

▼ Employee Health

Employee Health

Here at the Mitsui Chemicals Group, we provide our employees with the support they need to take good care of their health, via industrial physicians, nurses and other healthcare professionals.

We believe that healthy employees make for a healthy company. Based on that philosophy, we assign with full-time industrial physicians, nurses and healthcare managers to healthcare sections at our Head Office, Sodegaura Center and all five of our works. We also assign part-time industrial physicians, nurses and other healthcare professionals to our smaller plants and to major plants operated by our affiliates, in an effort to improve the health of all group employees. Once again in fiscal 2012, we continued to focus on preventing mental health conditions and lifestyle-related diseases, and on reducing hygiene risks. We paid particular attention to mental health in younger employees and reducing health risks for employees working overseas.

Reducing Occupational Health Risks

We are committed to reducing occupational health risks and improving working conditions via the Occupational Safety and Health Management System (OHSAS 18001) scheme and through onsite inspections conducted by industrial physicians and healthcare managers.

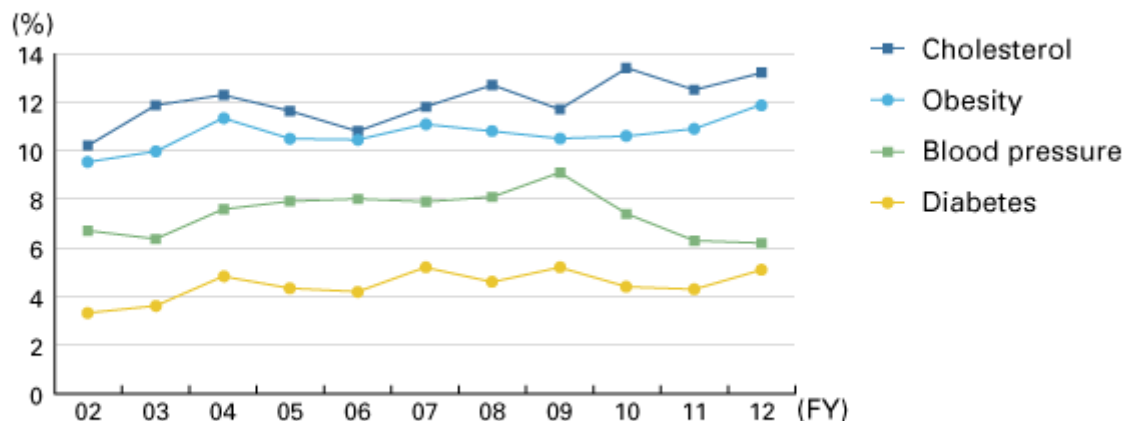
Having determined that a total of 815 local ventilation systems were in need of improvement in fiscal 2009, we have been making systematic improvements with an eye to completing work by the end of fiscal 2014. We reevaluated the situation at the end of fiscal 2011 and found that 273 systems were still in need of improvement. We carried out improvements on 102 of those systems over the course of fiscal 2012, leaving 171 outstanding. We will continue to carry out planned improvements in the future, with the aim of completing work in fiscal 2014.

Health Management

We promote good health via activities such as medical examinations and health guidance, carried out by industrial physicians, nurses and other healthcare professionals. We continued with initiatives during fiscal 2012, including employee health classes, our Health Mileage Challenge, reinforced health guidance and a diet program based on measuring employees' visceral fat. In particular, we continued to roll out our Health Mileage Challenge throughout the company in fiscal 2012, resulting in a total of 1,130 employees taking part in 255 teams.

We continued to organize comprehensive medical check-ups, combining regular medical examinations with special medical check-ups and cancer screening, for the fourth year. We achieved an uptake of almost 100% for special medical check-ups and managed to increase the rate of special health guidance (aimed at combating metabolic syndrome) from 25% in fiscal 2010 to 35%.

Positive Diagnosis Results



Poster for our Health Mileage Challenge

★ お待たせしました♪2011下期の募集開始です★

ヘルシーマイレージ

上期に本社、名古屋工場、市原工場、種ヶ通センターで開催したヘルシーマイレージ合戦、下期は大牟田工場、茂原分工場も参加し、さらに大規模に開催することとなりました！
Notesのデータベースも参加者の声を参考に、さらにパワーアップして再登場です！！

【ヘルシーマイレージ合戦とは・・・？】
3～6名でチームを組んでエントリーし、3ヶ月間にわたり、運動量や健康的な生活をポイント(マイル)として貯め、結果に応じて嬉しい賞品がゲットできるプログラム★

参加者からは、「3ヵ月間にも効果アリ」との声も！ お問い合わせの上、ご参加ください

★対象★
本社・市原工場・名古屋工場・種ヶ通センター・大牟田工場・茂原分工場に勤務する方

★プログラム概要★
★以下の活動によりマイルが貯まります★(詳細は別紙「マイル獲得の目安」参照)
①運動時間 ②歩数 ③事業所のスポーツイベントへの参加
④健康改善プログラムの参加 ⑤他社に設定した毎日の健康目標達成
⑥プログラム期間分の3ヶ月間で5%の体重減少！(BMI2.5未満の方は対象外)
⑦プログラム期間中に禁煙成功！ ※※各他社に設定した毎日の健康目標達成！

★参加方法★
①3～6名でチームを組み、エントリーコース・目標マイルを話し合ってから決める。
②チームの代表者がノートに「ヘルシーマイレージ合戦！」よりエントリー。
③毎日楽しく運動し、日々の運動量や歩数等を、Notesから参加者各人が入力する。
※IDが読めない方でも参加できるよう、Excel版のマイル実績表もあります。
ノートをお持ちでない方が参加される場合は、各事業所の担当者までご相談ください。

★期間★
2011年12月1日～2012年2月29日
(エントリー期間は 11/14～11/30 ※途中からでも参加いただけます。)

★賞品とエントリーコース★(アスリートは全社編入、それ以外は事業所別)

賞品	エントリーコース
達成賞	3ヶ月間の平均マイル(1ヶ月当たり)が、100マイルを達成したチームの全員に、 各事業所で設定したステキなもの をプレゼント！
①アスリートコース	運動のうまい「スポーツ」をやりくりする人多いチーム向けのコース。 全社総合でマイルを競争します！優勝チームには《 びっくり箱の景品 》を、 2位のチームには《 お楽しみ景品 》を、3位のチームには《 お楽しみ景品 》をプレゼント！
②ノーマルコース	チーム別に、目標マイルを設定し、チーム平均で設定した目標マイル達成を 目指します！うまいはんの少ない運動量で、目標を達成してみよう！ 《設定された目標値のうまいはんまで、さらに2つのコースに分けます。》
ノーマル Aコース (目標値のゲーム)	チームで設定した目標を達成できたチームの中から抽選で2チームに、 《 びっくり箱の景品 》をプレゼント！
ノーマル Bコース	チームで設定した目標を達成できたチームの中から抽選で1チームに、 《 びっくり箱の景品 》をプレゼント！
個人コース	個人戦に参加希望される方のみで競争し、上位と順位賞品にプレゼント！
MVP	事務局の判断で、最もがんばっていたチームに《 頑張った甲斐がある景品 》をプレゼント！

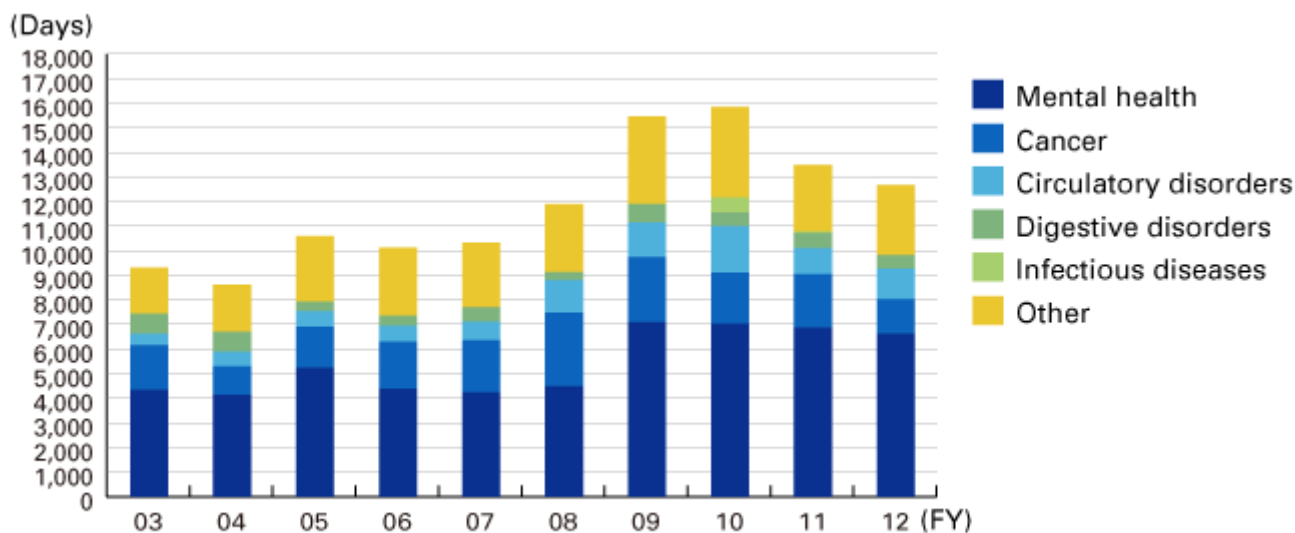
Mental Health Initiatives

Once again in fiscal 2012, we continued to implement mental health initiatives such as training (for new recruits, managerial staff, line managers, etc.), interviews with industrial physicians, counseling and e-learning for new recruits. Having made improvements to our existing occupational stress questionnaire, we asked all employees to complete a combined occupational stress and mental health climate questionnaire with a far greater emphasis on identifying ideas for improvements in the workplace. We then provided individuals with feedback based on their results and went through results with the relevant manager in each workplace.

We formulated and implemented stress reduction plans (communication improvement plans) in workplaces deemed to be particularly susceptible to high stress levels. We are also working to identify good practices based on workplaces in which there is a positive mental health environment, so that we can roll them out to other workplaces.

As a result, we have seen a decline in the percentage of employees suffering from new mental health conditions and relapses compared to fiscal 2011. Following a surge during second half of fiscal 2009, the number of days off work due to mental health issues started to fall from fiscal 2011 onwards and continued its downward trajectory in fiscal 2012.

Breakdown of Days Off due to Illness



A Wide Range of Health Management Programs

We run a range of programs as part of our employee health management activities here at the Mitsui Chemicals Group, including health education led by industrial physicians and nurses from our Health Care Section and various other health-related events.

Health Education

Category	Sessions	Total attendees
Lifestyle-related diseases	43	3,784
Cancer screening	23	2,333
Mental health	48	1,124
First aid	35	1,582
Preventing chemical exposure	25	2,490
Heat stroke	69	3,416
Other	68	2,760
Total	311	17,489

Health promotion events (2011)

Description	Participants	Details
No smoking trial	21	Six-month no smoking challenge, using nicotine patches and Champix (oral medication) Campaign to measure the age of employees' lungs, open to non-smokers as well as smokers
Fitness classes	631	Series of 13 simple exercise classes designed to make employees feel refreshed, 9 classes focusing on aerobic exercises, and 16 yoga classes
Nutrition class: Using spices to reduce salt intake	30	Health seminar designed to teach employees more about blood pressure and get them to check their own lifestyles, as well as showing ways of using spices to reduce salt intake
Health Mileage Challenge	895	Program whereby teams of three to six employees collect points ("miles") based on the amount of exercise they do and other healthy activities over a three-month period
Mental health training for new employees: Communication skills for	58	e-learning training for new employees, to give them the communication skills they need to understand others and

new employees		help their work flow more smoothly
Mental health training for new employees (MTOP provided by Advantage Risk Management)	93	Web-based self-study course designed to improve employees' stress prevention and handling capabilities via e-learning, so that individuals are better equipped to prevent, alleviate and handle stress
3rd walking event: Walk the Length of Japan	280	Event in which employees walked at least 452km over the course of 61 days (at least 610,000 steps calculated at 0.75m per step)
4th walking event: Walk the Length of Japan	332	Event in which employees walked at least 482km over the course of 64 days (at least 640,000 steps calculated at 0.7m per step)

Labor relations based on open dialog and mutual understanding

Here at Mitsui Chemicals, we are committed to establishing stable, cohesive labor relations based on the principle of open dialog and mutual understanding. In April 2008, we revised our labor agreement and set out a clear emphasis on cooperation between labor and management in areas such as improving productivity, achieving our Grand Design and developing human resources. We are fully committed to two-way communication and will continue to lay the necessary foundations to provide individual employees with a sense of personal and professional motivation.

Working with Industry and Academia

▼ Goals and Results

▶ Promoting Joint Research Projects

We encourage collaboration between industry and academia through initiatives such as organizing international symposiums and implementing collaborative private-public sector projects.

The Mitsui Chemicals Group is committed to promoting collaboration between industry and academia, through initiatives such as organizing international symposiums and engaging in joint research projects with industrial, governmental and academic bodies, and establishing a global science network, in order to contribute to the sustainable development of chemistry and the chemical industry.

Goals and Results

Goals for Fiscal 2012

- Send researchers to and promote joint research with research institutes in Japan and overseas
- Provide placements for interns

Fiscal 2012 Results and Assessment

Level achieved : A

- Supported collaborative projects between industry and academia (promotion of a Bio-Consortium, participation to the project to develop the world's fastest plastic optical fibers, etc.)
- Provided placements for interns

Priorities for Fiscal 2013

- Send researchers to and promote joint research with research institutes in Japan and overseas
- Provide placements for interns

* Levels of achievement based on self-assessment : A: 95% or more, B: 70% or more, C: less than 70%

Working with Industry and Academia

► Goals and Results

▼ Promoting Joint Research Projects

Promoting Joint Research Projects

We send Mitsui Chemicals Group researchers out to other research institutions, both in Japan and overseas, and promote joint research with industrial, governmental and academic bodies in an effort to develop innovative, commercially viable technologies as quickly as possible. In addition to environmental, resource and energy-related projects, aimed at preventing global warming or conserving fossil resources, we are also actively involved in the development of new materials.

Mitsui Chemicals Bio-Consortium

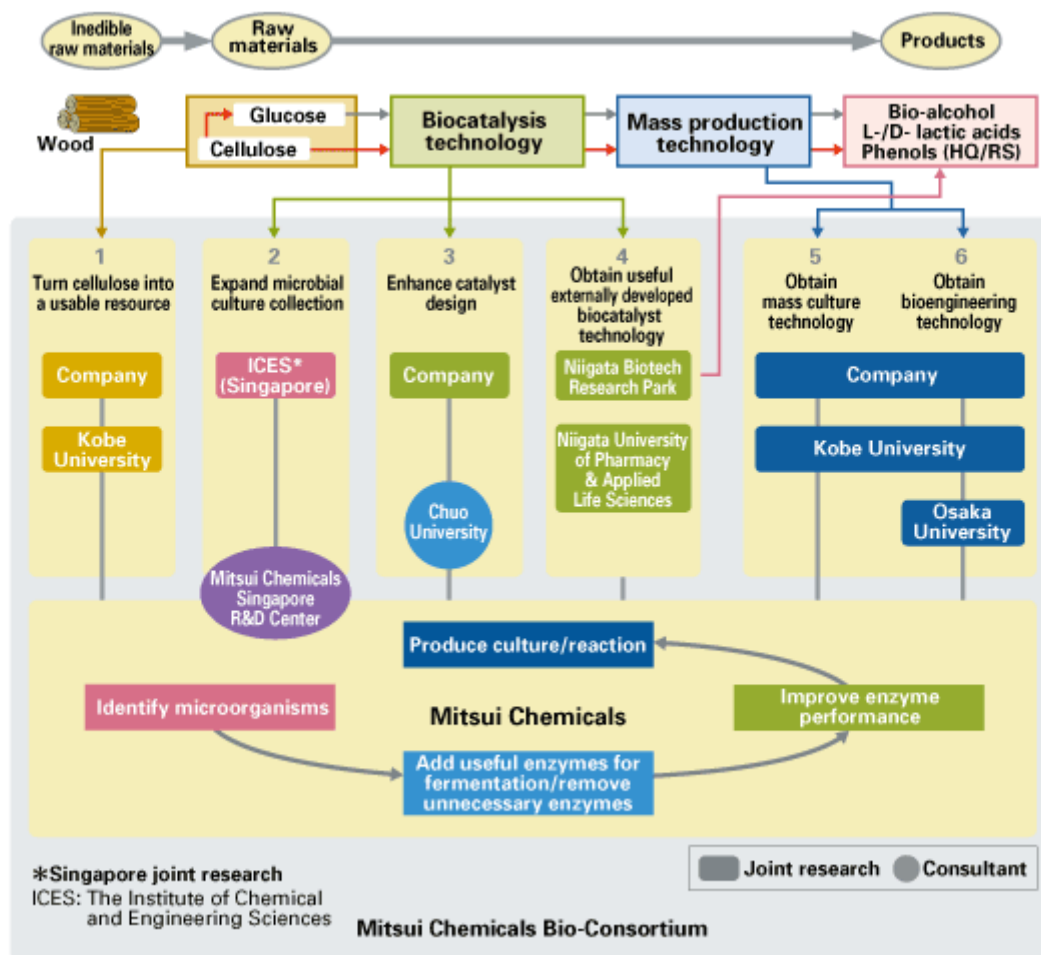
The Mitsui Chemicals Bio-Consortium is currently working on a number of collaborative R&D projects between industry and academia, with the aim of developing technologies to harness non-fossil resources.

Instead of oil, such technologies use biological processes to produce lactic acids, olefins, plastics and a wide range of other chemical products from non-fossil inedible raw materials such as wood.

One of our strengths here at Mitsui Chemicals is our genetic modification technology, which involves adding genes that are useful for the production of specific chemicals to microorganisms and, conversely, destroying unnecessary genes. We have also developed biocatalysis technology to enable us to manufacture chemicals for specific purposes. Since fiscal 2010, we have been running biocatalyst-based medium-scale tests with the aim of developing technologies to manufacture lactic acids and other chemicals from raw materials such as glucose and cellulose.

We are committed to combining our own strengths with those of industrial and academic bodies both in Japan and overseas, to accelerate the development and industrialization of environmentally friendly processes that could help resolve the resource issues as well as accomplish the conversion of raw materials.

Collaborative biotech projects between industry and academia



Participating in the Development of Fundamental Technologies for Green and Sustainable Chemical Processes

Mitsui Chemicals is one of the companies participating in the Development of Fundamental Technologies for Green and Sustainable Chemical Processes, a collaborative project between industrial, governmental and academic bodies administrated by the New Energy and Industrial Technology Development Organization (NEDO).

As a part of this project, Mitsui has been engaged in a program titled the “Innovative Process of Naphtha Catalytic Cracking” since fiscal 2010. As such, we are currently working with the Tokyo Institute of Technology, Hokkaido University, Yokohama National University and three other private companies to develop groundbreaking catalysts leading to both the greater production of valuable products and the reduction of CO₂ emissions in the chemical industry.

Participating in the Cabinet Office's Funding Program for World-Leading Innovative R&D on Science and Technology

We are currently participating in the Funding Program for World-Leading Innovative R&D on Science and Technology supported by the Japan Society for the Promotion of Science (JSPS), a Cabinet Office project based on collaboration between industry, government and academia. Under the guidance of Professor Yasuhiro Koike from Keio University, the program's core researcher, we are working on the research and development of core photonic polymer technologies for the next generation of plastic optical fibers and displays.

The two main objectives of the program are the development of ultra high speed plastic optical fibers and the development of photonic polymers for high-resolution large-size displays. Through these objectives, we aim at providing the world with materials featuring cutting-edge technologies, connecting remote locations with high-definition video phones and other technologies for face-to-face communication, and creating a communications industry worth around ¥10 trillion.

Working with Local Communities

▼ Goals and Results

▶ Dialog with Local Communities

▶ Exchange with Local Communities

▶ Public Recognition

Here at the Mitsui Chemicals Group, we try to ensure that our sites are as open as possible. We are committed to maintaining dialog with members of the local community at all of our sites, organizing a range of next-generation initiatives for children and the environment, and working in harmony with local communities.

Goals and Results

Goals for Fiscal 2012

- Continue to reinforce communication through community meetings

Fiscal 2012 Results and Assessment

Level achieved : A

- Held community meetings with local residents at all of our works

Priorities for Fiscal 2013

- Continue to reinforce communication through community meetings

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Working with Local Communities

► Goals and Results

▼ Dialog with Local Communities

► Exchange with Local Communities

► Public Recognition

Dialog with Local Communities

The Mitsui Chemicals Group provides a range of opportunities for communication with local residents living in the vicinity of our facilities, who we consider to be important stakeholders. We arrange community meetings to discuss environmental preservation and safety initiatives in the areas where our works are located, organize plant tours, attend meetings with neighborhood associations and participate in local events, all in an effort to promote mutual understanding with the community.

Our five domestic works also publish newsletters at least twice a year. These are made accessible to local residents so as to enable communication on a broader basis.

Promoting communication with local communities

Once again in fiscal 2012, we invited local residents living in the vicinity of our five domestic works to come and engage in dialogue with us on a number of occasions. As well as providing an introduction to each works and an overview of our efforts to protect the environment, ensure safety and contribute to society, community meetings also give us an insight into what local people are feeling on a day-to-day basis and enable us to actively exchange opinions, including any requests local residents may have.

On October 6, 2011, we held our fifth community meeting at our Omuta Works. The meeting was attended by around 50 people from the local area, including residents and representatives from Omuta City Hall and the local fire and police departments. After a presentation outlining Mitsui Chemicals' business activities, the works itself, safety measures and environmental initiatives, we took everyone on a tour of the works and received lots of invaluable feedback in return.

On March 27, 2012, we invited members of local neighborhood associations and other local residents to attend a presentation at our Nagoya Works, to provide them with an introduction to the works and an overview of our safety, environmental and disaster prevention initiatives. The 16 people who attended also provided us with some invaluable comments during a subsequent discussion session.

We are equally committed to communication at our domestic affiliates and engage in various activities depending on the scale and location of each of our facilities, including organizing plant tours and taking part in local events. Ongoing group company initiatives such as these help us to promote mutual understanding with the local community.

Publishing newsletters

Our works publish newsletters to showcase products that are made onsite and provide information such as updates on our environmental initiatives. All of our works' newsletters are designed to capture the essence of the local area, with features such as helpful health tips, methods of conducting chemical experiments and information about our environmental improvement and cleanup activities. We also use our newsletters to promote two-way communication, by printing comments from members of the local community and our responses.



Dialogue with the local community at our Nagoya Works



Dialogue with the local community at our Osaka Works



Local newsletters published by each works

Working with Local Communities

► Goals and Results

► Dialog with Local Communities

▼ Exchange with Local Communities

► Public Recognition

Exchange with Local Communities

Here at the Mitsui Chemicals Group, we are aware of our role as a member of the community and actively promote exchange with local residents.

Fixing playground equipment at a local school

Having heard that children at the local Mab Kha Kindergarten and Elementary School had nothing to play on because their playground had fallen into disrepair, Thai PET Resin, one of our affiliates in Thailand, got together a team of around 50 employees who volunteered to fix the school's playground equipment and give it all a new coat of paint. The children were delighted to see their dilapidated playground had been transformed, enabling them to play on seemingly brand new equipment to their hearts' content. We intend to make the most of this opportunity to continue exchange with the school in the future.



Employees in front of the newly fixed-up playground equipment

Thai PET Resin organizes Children's Day

In addition to the above activities, our affiliate Thai PET Resin gets involved in a range of other community exchange events. For instance, it organized a "Children's Day" at the local Map Cha Lood Kindergarten and Elementary School. Around 20 employees helped make the day fun for all, by joining in games, dancing and giving out presents. We will continue to engage in exchange with local children in the future.



Children's Day

"Cleanup in Kujukuri" cleanup activities along Kujukuri coast

In what has now become a regular event, we once again organized cleanup activities on the beach in fiscal 2012, as part of the 6th Cleanup in Kujukuri campaign. Activities took place along Hitotsumatsu beach on the Kujukuri coast (Chiba prefecture) on Saturday August 6, 2011, and were organized in conjunction with the NPO Japan Professional Rescue Organization. Although a fishing event that was also scheduled to take place had to be cancelled due to a typhoon, over 130 employees and their families attended nonetheless and managed to collect approximately 145 kilograms of garbage in just one hour.

We also organized a panel display on the marine environment at the venue as well as fun activities for children, such as handicrafts using shells. We intend to continue with activities such as these in the future, as the ideal opportunity to get directly involved in environmental issues.



Cleanup activities in progress



Making handicrafts using shells

Organizing dental health awareness activities at local kindergartens

Sun Medical (Moriyama, Shiga prefecture), one of our affiliates, joined forces with an NPO to organize “Protect Your Teeth!”, a series of dental health awareness activities for children and their parents at local kindergartens. Dental hygienists and employees from Sun Medical went round giving simple but specific advice, such as how to prevent tooth decay and more effective ways of brushing your teeth. Activities have been organized in roughly ten locations so far, with children listening carefully and practicing how to brush their teeth at every one. Moriyama City's promotional character Mori-Kun also put in an appearance at each kindergarten, much to the children's delight. We will continue with initiatives aimed at protecting children's teeth in the future.



Mori-Kun poses for photos after “Protect Your Teeth!”

Exchange with Hope Elementary School in Anhui Province, China

As part of activities to celebrate the company's tenth anniversary, Mitsui Chemicals (Shanghai) donated the necessary funding to rebuild aging buildings at Hope Elementary School in Anhui Province in China in 2010, in conjunction with Mitsui Chemicals Head Office. At the completion ceremony in November 2010, we presented 300 students and 13 teachers with stationery and 300 sets of chairs and desks. Thanks to donations from Mitsui Chemicals (Shanghai), the school grounds are also scheduled to be completed in July 2012. The company intends to maintain links with Hope Elementary School in the future, to help make a difference to the local community.



The elementary school completion ceremony



The school grounds under construction

Working with Local Communities

► Goals and Results

► Dialog with Local Communities

► Exchange with Local Communities

▼ Public Recognition

Public Recognition

Here at the Mitsui Chemicals Group, we are committed to a wide range of initiatives both in Japan and overseas, including improving safety standards, reducing environmental impact and contributing to community development. As a result of such initiatives, we have received a number of awards and commendations in recognition of our achievements.

On the domestic front, we received the Energy Conservation Grand Prize (Grand Prize of the Minister of Economy, Trade and Industry) for our achievements in using LNG cold heat to save energy at one of our ethylene plants.

Thailand-based group company Mitsui Hygiene Materials meanwhile was presented with the CSR DIW 2011 Award by the Thai Ministry of Industry in recognition of its CSR activities. The CSR DIW Award is given in recognition of companies' CSR activities in the following seven categories. Siam Mitsui PTA, another of our Thai affiliates, also received the CSR DIW Award in fiscal 2012, after receiving the same award in fiscal 2011.

- (1) Legal and regulatory compliance systems
- (2) Respect for human rights
- (3) Consideration for employees
- (4) Consideration for the environment
- (5) Consideration for suppliers
- (6) Consideration for customers
- (7) Cohesion with the local community



Mitsui Chemicals at the Energy Conservation Grand Prize award ceremony



Thai affiliate Mitsui Hygiene Materials at the CSR DIW Award ceremony



CSR-DIW Award trophy

Main outside awards in FY2012

Recipient	Date	Award	Reason for award	Awarding body
Mitsui Chemicals	Feb. 2012	Energy Conservation Grand Prize (Grand Prize of the Minister of Economy, Trade and Industry)	Awarded for saving energy at ethylene plant using LNG cold heat	The Energy Conservation Center, Japan
Tohoku U-Loid Industry (Miyagi prefecture)	May 2011	Zero accident certificate (Category 1)	Awarded for maintaining a zero-accident record for more than 10 years	Japan Chemical Industry Association

Tohoku U-Loid Industry (Miyagi prefecture)	Jun. 2011	Fire and Disaster Management Agency Commissioner's Award	Awarded for excellence in handling hazardous materials	Japan Association for Safety of Hazardous Materials
Mitsui Chemicals Agro, Agrochemicals Laboratory (Shiga prefecture)	Mar. 2012	Certificate of appreciation	Presented for contributing to disaster prevention through active fire safety measures	Konan Fire Department
Hokkaido Mitsui Chemicals (Hokkaido)	Sept. 2011	Contribution Award	Awarded for actively engaging in occupational health and safety initiatives	Hokkaido Labor Standards Association
Omuta Works	Jul. 2011	5th Responsible Care Award	Awarded for contributing to the local community through long-running RC activities	Japan Chemical Industry Association
Omuta Works	Oct. 2011	35th Grand Prix Safety Award	Awarded for working as a team to implement a wide range of safety activities	Japan Chemical Industry Association
Yong San International, Ulsan Plant (South Korea)	Oct. 2011	Minister of Knowledge and Economy Award	Awarded for helping to improve the environment	Ministry of Knowledge and Economy
ESCO (USA)	Dec. 2011	Bronz Performance Improvement Award	Awarded for reducing usage of solvents in manufacturing processes and developing a solvent recovery method to reduce waste solvent	SOCMA (The Society of Chemical Manufacturers and Affiliates)
Advanced Composites (USA)	Feb. 2012	Beautification Award	Awarded for efforts to improve the local environment, including establishing gardens on plant grounds	Sidney-Shelby County Chamber of Commerce
Advanced Composites Mexicana (Mexico)	Dec. 2011	Clean Industry Award	Awarded for effectively meeting requirements based on an environmental audit conducted by the Federal Office of Environmental Protection	Federal Office of Environmental Protection
Siam Mitsui PTA (Thailand)	Sept. 2011	Excellent Company Safety Award	Awarded for promoting safety compliance	Ministry of Industry
Siam Mitsui PTA (Thailand)	Jul. 2011	CSR-DIW (26000) continuous	Awarded for promoting CSR activities in accordance with DIW guidelines	Ministry of Industry
			Awarded for promoting CSR	

Mitsui Hygiene Materials (Thailand)	Jul. 2011	CSR-DIW (ISO26000)	activities in accordance with DIW guidelines	Ministry of Industry
Mitsui Hygiene Materials (Thailand)	Jun. 2011	Outstanding Establishment on Labor Relations and Welfare Achievement Award	Awarded for ongoing efforts to establish and maintain good employee relations	Ministry of Labor
Thai Pet Resin (Thailand)	Jun. 2011	Outstanding Award for Safety, Occupational Health and Working Environment (Province)	Awarded for outstanding management in the fields of safety, occupational health and the working environment	Ministry of Labor
Thai Pet Resin (Thailand)	Aug. 2011	Zero Accident Award	Awarded for reaching one million hours with no serious accidents	Ministry of Labor
Thai Pet Resin (Thailand)	Aug 2011	Good Governance for Environmental Management Award	Awarded for promoting outstanding levels of environmental management	Industrial Estate Authority of Thailand & Map Ta Phut Communities.
Mitsui Elastomer Singapore (Singapore)	Mar. 2011	Responsible Care Achievement Award	Awarded for ongoing improvements in the fields of health, safety and the environment	Singapore Chemicals Industry Council
Mitsui Advanced Composites (Zhongshan) (China)	Feb. 2011	Top 100 Foreign Companies	Awarded for excellence in management	Zhongshan Metropolitan Government
Mitsui Advanced Composites (Zhongshan) (China)	Mar. 2011	FY2012 Development Zone Outstanding Company Award	Awarded for excellence in management	Zhongshan Development Zone

Social contribution activities

▼ Goals and Results

▶ Nurturing Future Generations

▶ Environmental Preservation

▶ Disaster Relief

▶ Contributing to society/exchange with local communities

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

We carry out a range of activities in accordance with the Mitsui Chemicals Group Social Activities Policy.

The Mitsui Chemicals Group is committed to facilitating social development and helping to resolve issues facing society through a range of initiatives under our Social Activities Policy, including initiatives suggested and organized by employees themselves. We believe that we can effectively help to resolve social issues by harnessing our strengths and unique characteristics as a chemical company. With that in mind, we incorporate our chemical technologies and products into a wide range of activities, such as chemistry lab classes and disaster relief efforts.

We encourage our employees to get involved in social contribution activities and operate a donation fund that is run by employees on a voluntary basis.

Goals and Results

Goals for Fiscal 2012

- Determine the effectiveness and sustainability of technologies for desert greening experiments
- Increase the number of employees taking part in social activities, including through membership of the One-Coin Club voluntary fund

Fiscal 2012 Results and Assessment

1. Level achieved: A

Selected tree species and established a tree-planting scheme to improve soil quality, based on results from three years of experiments at a test site set up in the outskirts of the Chinese city of Tongliao in 2009

As a result, we decided to bring our activities as part of this project to an end and hand over the reins to the NPO and local people involved in the project to date, so that they can continue with sustainable activities themselves.

2. Level achieved: A

- Increased the number of employees signed up to the One-Coin Club voluntary fund to over 10%
- Increased the number of employees taking part in social activities by selling charity lunches in staff canteens.

Priorities for Fiscal 2013

- Increase the number of employees taking part in activities via existing and new social contribution programs
- Look into sustainable support for those affected by the Great East Japan Earthquake

* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

Mitsui Chemicals Group Social Activities Policy

The Mitsui Chemical Group will continually strive to:

1. Harness and improve its chemical technologies to contribute to society as a whole
2. Work in harmony with local communities and ensure that its sites are as open as possible
3. Do its bit to nurture future generations, on whose shoulders the future rests
4. Carry out activities aimed at protecting the environment
5. Engage in active international exchange and cooperation
6. Create a corporate environment in which individual employees can actively participate in social activities

Social contribution activities

► Goals and Results

▼ Nurturing Future Generations

► Environmental Preservation

► Disaster Relief

► Contributing to society/exchange with local communities

► Support for Employees' Social Contribution Activities

► Support for Intellectual Property Education

Nurturing Future Generations

The future rests on our children's shoulders. With that in mind, we carry out various activities aimed at showing children how fun and interesting chemistry is, getting them interested in chemical technologies, and inspiring them to create the technologies of the future. This section outlines our Adventure Class in Wonder-Chemistry series of chemistry lab classes for children and our internship schemes, the aim of which is to teach interns about the nature of chemistry, and about chemical plants and complexes and how they harness the power of chemistry to produce a range of products, through study programs at our works and other facilities.

Adventure Class in Wonder-Chemistry

We started the Adventure Class in Wonder-Chemistry because we wanted to share the fun and possibilities of chemistry with future generations of children. Since 2006, we have organized various types of classes, from off-site classes, whereby members of staff from each of our sites go out to local schools, summer-vacation events and festivals, to laboratory classes combined with tours round our works and research centers. In fiscal 2012, we organized a total of 30 classes at 11 sites.

Based on the theme of chemistry in our everyday lives, in fiscal 2011 we sought to come up with new ways to teach children about chemistry in a fun and easy-to-understand context, so as to get them better acquainted with chemistry whilst having fun doing experiments at the same time. Over the course of fiscal 2012, more than 4,800 children took part in classes at our various different sites. We were delighted to hear children saying things like "I like science a lot more now" and "I'm going to try some experiments at home" as a result of attending our classes. We intend to keep on improving the contents of experiments in the future, to cover questions such as how chemicals help us and what sort of things are possible with the power of chemicals.

In 2011, we also joined forces with an NPO to organize a series of four experiment-based classes in the area affected by the Great East Japan Earthquake, to put a smile back to the faces of children living there.



Experiments in progress



Children watching pinecones undergo a transformation

Adventure in Class in Wonder-Chemistry classes in fiscal 2012

Dates	Location	Type of event, title or venue
Jun. 4	Iwakuni-Ohtake Works	Class and exhibition: Iwakuni Nature Festival 2011
Jun. 16	Omuta Works	Off-site class: Shirakawa Elementary School
Jun. 29	Omuta Works	Off-site class: Omuta Elementary School
Jul. 16	Osaka Works	Class and exhibition: Osaka Science & Technology Center
Jul. 30	Ichihara Works, Sodegaura Center	Class and exhibition: Company housing
Aug. 2	Iwakuni-Ohtake Works	Class and exhibition: College Summer School 2011: Kids Science Class
		Tour and laboratory class: Local elementary school

Aug. 9-10	Sodegaura Center	children
Aug. 19	Omuta Works	Class and exhibition: Mikawa Community Center
Aug. 28	Ichihara Works	Class and exhibition: Chigusa Community Center Summer Festival
Aug. 19	Nagoya Works	Tour and laboratory class: Local elementary school children (Shibata School District Children's Association)
Aug. 23	Nagoya Works	Tour and laboratory class: Local elementary school children (Chidori School District Children's Association)
Aug. 25	Nagoya Works	Tour and laboratory class: Local elementary school children (Hoshizaki School District Children's Association)
Sept. 11	Ichihara Works	Class and exhibition: Works autumn festival
Oct. 10	Iwakuni-Ohtake Works	Class and exhibition: Works autumn festival
Oct. 15	Mobara Branch Factory	Tour and laboratory class: Tour of Technical Training Center for local elementary school children
Oct. 16	Osaka Works	Class and exhibition: Takaishi Chamber of Commerce & Industry Festival
Oct. 18	Nagoya Works	Tour and laboratory class: Chidori Elementary School
Oct. 20	Omuta Works	Off-site class: Hayamadai Elementary School
Oct. 29	Ichihara Works	Class and exhibition: Kazusa Ichihara Kokufu Matsuri festival
Oct. 29	Companywide	Off-site class: Shibitachi Children's Center, Furumachi Children's Center (Kesennuma, in support of area affected by earthquake)
Oct. 30	Omuta Works	Class and exhibition: Works autumn festival
Oct. 30	Iwakuni-Ohtake Works	Class and exhibition: Youngster's Science Festival (Hiroshima meet)
Nov. 5	Ichihara Works	Class and exhibition: Chitane Community Center
Nov. 9	Omuta Works	Off-site class: Hirabaru Elementary School
Nov. 12	Companywide	Off-site class: Temporary housing meeting hall, Akaiwa Children's Center (Kesennuma, in support of area affected by earthquake)
Nov. 15	Omuta Works	Off-site class: Tendo Elementary School
Nov. 20	Head Office	Class and exhibition: Shiodome City Center Family Day
Nov. 22	MC Industries & Japan Composite Shimizu Plant	Tour and laboratory class: Shimizu Fujimi Elementary School
Nov. 26-27	Kanto Region	Class and exhibition: Dream Chemistry 21 Children's Chemical Experiment Show (Japan Chemical Industry Association)
Dec. 6	Mobara Branch Factory	Off-site class: Minami Junior High School
Dec. 10	Companywide	Off-site class: Oshima Elementary School, Oshima Children's Center (Kesennuma, in support of area affected by earthquake)
Dec. 13	Iwakuni-Ohtake Works	Off-site class: Waki Elementary School
Feb. 14	Omuta Works	Off-site class: Jokan Elementary School
Mar. 31	Companywide	Off-site class: Temporary housing meeting hall, Shishiori Children's Club (Kesennuma, in support of area affected by earthquake)

Adventure Class in Wonder-Chemistry experiments

* Experiment titles are subject to change

No.	Experiment title	Field/area/format			Description
1	Foamy urethane experiment	Chemistry	Chemical reactions	Demonstration MCI products	Participants watch urethane, whose uses include cushion materials, specially designed pillows and refrigerator insulation, being foamed and experience reaction heat and differences in hardness
2	Slime <ul style="list-style-type: none"> • Making your own slime • Making jumbo slime together • Shiny slime • Slime ball 	Chemistry	Polymer properties	Hands-on	Participants learn about the principles of dilatant fluid and confined water, by cross-linking polyvinyl alcohol, water and borax
3	Light experiments with polarizing plate	Physics	Light	Hands-on	Participants learn about the passage of light through a polarizing plate with an element that converts natural light into linear light, as used in mobile phones and other such devices, by making a kaleidoscope
4	Chromatography art	Chemistry	Adsorption and separation	Hands-on	Participants learn that the ink in a water-based pen contains a mixture of many different colors (pigments)
5	Plastic board	Chemistry	Polymer properties	Hands-on	Participants learn about the properties and separation of plastics, by using the heat-shrinkable properties of polystyrene to make their own original accessories (key holders)
6	Cartesian divers	Physics	Buoyancy	Hands-on	Participants learn about buoyancy and pressure, by making a Cartesian diver from a PET bottle and a plastic soy sauce container
7	Red cabbage color experiment	Chemistry	Acid and alkali	Hands-on	Participants learn about chemical analysis and the properties of acids and alkalis, by extracting anthocyanin from red cabbage and investigating the properties of everyday liquids
8	Spongy polymers	Chemistry	Polymer properties	Hands-on Related to MCI products (non-woven fabric)	Participants learn about the principle of water retention, by making an air freshener from a water-absorbing polymer, as used in disposable diapers, gardening supplies and other such products
					Participants learn about the specific gravity (relative

9	Rainbow tower	Physics	Specific gravity	Hands-on	density) of fluids, by pouring colored waters with varying concentrations together to make a tower
10	Let's make a freezer!	Chemistry	Heat of solution	Hands-on MCI products (urea)	Participants learn about the principle of heat adsorption via the heat of solution of urea, as used in such products as fertilizer and moisturizing cream
11	Learn how bubble bath works!	Chemistry	Reaction of acid and salt	Hands-on	Participants learn about how carbon dioxide is produced, by making bubble bath from baking soda and citric acid
12	Learn about acid rain!	Chemistry	Acid and alkali Oxidation/ reduction	Hands-on	Participants learn about acid rain and what causes it, by measuring the pH of red cabbage extract and conducting a bleaching experiment using iodine
13	Let's make paper!	Technology	Making paper/ recycling	Hands-on Related to MCI products (acrylamide)	Participants learn about how paper is made and recycled, by experiencing papermaking using everyday implements
14	Let's make stickers from melted plastic!	Chemistry	Polymer properties	Hands-on Related to MCI products (general thermoplastics)	Participants learn about the properties of thermoplastics, which melt when heated, by using a glue gun to melt plastic and make stickers
15	Experience the wonders of shrinking films!	Chemistry	Polymer properties	Hands-on Related to MCI products (film, PET, etc.)	Participants learn about the principle of heat shrinkage, by making their own PET bottle from shrinkable film, as used for PET bottle labels and packaging materials
16	See the power of air! (air cannon experiment)	Physics	Hydrodynamics	Demonstration	Participants learn about air resistance, by observing air rings emitted from an air cannon
17	Let's make snow on pinecones!	Chemistry	Crystals	Hands-on MCI products (urea)	Participants learn about crystal deposition, by observing dissolved urea being sprayed onto pinecones and drying

Placements for domestic and overseas interns

We are eager to offer junior high school, senior high school, technical college, university and graduate students internship placements at our Head Office, works, research centers and other facilities, to teach them about chemicals, how chemical plants operate and what it's like to work for a chemical company.

We provided placements for a total of 90 students at our various sites during fiscal 2012. We had 13 overseas interns this year, including students from China, Singapore, India, France and Kazakhstan. Internship placements also provide an excellent opportunity for employees working directly with students to rediscover their own company from a more international perspective, in terms of how people from other countries think and go about their work.

Introducing local students to the world of chemicals

In October 2011, the UK branch of SDC Technologies, one of our group companies, organized a one-day introductory course for 200 local students, in an effort to get them better acquainted with chemicals. Students listened

carefully as SDC employees explained that chemicals are inextricably linked to our everyday lives and form the basis of industry. We will continue to form ties with the local community through initiatives such as these in the future.



The chemical course in progress

Social contribution activities

▶ Goals and Results

▶ Nurturing Future Generations

▼ Environmental Preservation

▶ Disaster Relief

▶ Contributing to society/exchange with local communities

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

Environmental Preservation

Although the chemical industry is a major producer of CO₂ emissions, it also has the technical capabilities to tackle that same issue on a fundamental level. As part of our social activities, we are always looking for ways to use Mitsui Chemicals technologies to resolve issues facing society, such as global warming and biodiversity.

Desert greening activities

Prompted by a suggestion from one of our employees, who asked if we could use Mitsui Chemicals products and technologies to help prevent the increasingly serious issue of desertification on the Chinese mainland, we set up a desert greening project in the Inner Mongolia Autonomous Region of China in mid-2007. Based on the results of experiments conducted in 2008, and interviews with the local community to assess their needs, we set ourselves the target of restoring an area of salt-damaged (alkaline) soil that local people had abandoned as unusable wasteland.

Providing that the land is properly managed to some extent and the necessary funding is made available, it is possible to "green" sandy soil (arid soil in an advanced state of desertification) by planting trees, fixing the sand for a certain period of time, supplying water and restricting access. There are many examples of both Chinese and overseas NGOs doing this successfully.

As we are yet to come up with effective methods of greening and utilizing salt-damaged soil however, large areas of land are still going to waste. Unlike ordinary sandy soil, it is extremely difficult to grow plants in highly alkaline soil (pH8-9) as it is hard and has poor drainage.

In an effort to tackle this difficult challenge, we set up a test site in the district of Baixingtu, in the outskirts of Tongliao in the Inner Mongolia Autonomous Region, in April 2009. As the test site was designed to enable experiments to be managed all year round, we set about investigating three technical points, namely (1) developing soil improvement technologies, (2) selecting appropriate tree species, and (3) utilizing Mitsui Chemicals materials, working in partnership with local people and authorities from all over the world.

As of 2011, three years into our experiments on salt-damaged soil, we had established the technology needed to grow trees, mainly sea buckthorn, via a cycle of picking, growing, planting, nurturing and picking, and put in place a tree-planting scheme to help improve soil quality (1). We had also selected three tree species, in the form of sea buckthorn, wolfberry (goji berry) and chengliu (tamarisk) (2). We were still having difficulties with point (3) however, due to the cost of verifying the effectiveness of our materials.

As a result, we decided to bring our activities as part of this project to an end and hand over the reins to the NPO and local people involved in the project to date, so that they can continue with sustainable activities themselves.

We are planning to hand over the tree-planting foundations that we have established to date (management facilities, experiment manuals and other specialist expertise) to the aforementioned partner NPO free of charge, to help them develop and establish this project in the future.

Participating in Wakayama Prefecture's Company Forest scheme

As part of its environmental activities, our affiliate Honshu Chemical Industry signed a Forest Conservation and Management Agreement with Wakayama Prefecture and Hidakagawa Town on September 7, 2010, with the aim of participating in Wakayama Prefecture's Company Forest conservation scheme. As part of the Company Forest scheme, Wakayama Prefecture works in partnership with companies and other organizations to effectively harness the prefecture's rich natural environment and get local people involved in environmental preservation.

On November 13, Honshu Chemical Industry held a tree planting ceremony, as part of which employees and members of their families planted approximately 1,500 trees on a 1.32-hectare area of forestland in Hidakagawa (Hidakawa-gun, Wakayama prefecture). The forest was also given the official title "Hidakagawa



Group photo at Honshu Chemical Industry Forest

In July 2011, 28 employees from the company's Wakayama Plant volunteered to go out to the forest to cut back the undergrowth.

To help new trees to grow, it is best to cut back the undergrowth during the summer months, when all the weeds are coming through. This made for hard work, as volunteers had to contend with the summer heat.

On top of the heat, cutting down weeds that had grown up to head height was something none of the volunteers had done before, and proved to be exceptionally hard work. Nonetheless, everyone knuckled down and managed to cut back all the weeds as planned.

As well as living up to the local community's expectations, Honshu Chemical Industry is determined to help protect the local environment, and intends to continue its active involvement in forestation activities in the future.

Protecting and planting alpine plants

The Mountaineering Club is made up of current and former employees from group companies Japan Composite and MC Industries. In its capacity as a supporting member of the Minami Alps World Natural Heritage Site Promotion Council, in 2007 the club signed up and got involved in volunteer planting activities on Mount Nyugasa, one of the 100 most famous mountains in Japan, as part of a project organized by Fujimi Town in Nagano prefecture. The day got off to an early start with the three-hour journey to the site itself. Once there, participants got on with various activities, including planting alpine plants and putting up protective netting to keep deer away. Including participants from the local area, a total of 200 people took part in activities in spring 2011 and managed to sow 20,000 seedlings on the north slope of Mount Nyugasa. Digging over the barren land with hoes and shovels is definitely hard work, but seeing the field of flowers as it continues to grow each year has become a real pleasure.



Participants busy planting

Mitsui Hygiene Materials' Green Project in Thailand

On April 23, 2011, Mitsui Hygiene Materials (MHM), one of our affiliates in Thailand, organized an event called MHM Travelling Thailand & Green Project 2011. A total of 92 employees took part in the event, which involved visiting and planting trees at Tab-Lan National Park in an effort to raise awareness of natural resources and the need to protect the environment. Opportunities such as this also help to make employees more aware of CSR in general.



Group photo after the day's activities

Disaster Relief

- **Support for Employees' Social Contribution Activities** ► **Support for Intellectual Property Education**

Whenever a major disaster occurs, we make every effort to engage in relief activities and provide support for social and charitable organizations, making the most of our strengths and unique characteristics as a company.

Our disaster relief activities here at Mitsui Chemicals originated from suggestions submitted by employees, who wanted to help those affected by earthquakes and other major disasters by providing them with useful Mitsui Chemicals products. In fiscal 2010, we set up warehouses to store relief supplies at two of our sites – Iwakuni-Ohtake Works (Yamaguchi prefecture) to cover west Japan and Mobara Branch Factory (Chiba prefecture) to cover East Japan – and put in place the necessary framework to send out supplies upon request from local governments and other such organizations. We currently have stockpiles of items such as polyurethane mattresses (cushioned materials to lay on the floors of gymnasiums being used as evacuation shelters), food wrap (to enable dishes to be wrapped and reused in situations where water is scarce, so that they don't have to be washed), plastic water tanks (to store drinking water) and waterproof tarps (to cover buildings damaged by water or landslides, etc.) at both of these warehouses and are ready to send them out whenever necessary.

When torrential rains struck the Shikoku and Chugoku areas as Typhoon 12 passed over in October 2011, we sent out polyurethane mattresses, waterproof taps, plastic water tanks and food wrap (Hi-Wrap) to the city of Tanabe in Wakayama prefecture, where our affiliate Honshu Chemical Industry's plant is based, at the request of the prefectural government. These materials made a small but real improvement to the lives of people who were forced to evacuate their homes. We have also been providing emergency relief supplies to the area affected by the Great East Japan Earthquake in March 2011.

Mitsui Chemicals' emergency relief activities



Social contribution activities

► Goals and Results

► Nurturing Future Generations

► Environmental Preservation

► Disaster Relief

▼ Contributing to society/exchange with local communities

► Support for Employees' Social Contribution Activities

► Support for Intellectual Property Education

Contributing to society/exchange with local communities

We are determined to make a difference to the lives of local people, and actively promote exchange with local communities, via our group companies as well as Mitsui Chemicals.

Creating a garden on plant grounds

Advanced Composites, one of our US affiliates, created a commemorative garden within the grounds of its plant in Ohio to mark the company's 25th anniversary. Surrounded by trees, the garden features streams and a pond, making it the ideal place to unwind. In recognition of initiatives such as these, aimed at helping to improve the environment, in February 2012 the company received a "Beautification Award" from the local chamber of commerce.



The 25th anniversary garden at Advanced Composites



Beautification Award certificate



At the award ceremony

- ➡ Fixing playground equipment at a local school ➡ Thai PET Resin organizes Children's Day
- ➡ "Cleanup in Kujukuri" cleanup activities along Kujukuri coast
- ➡ Organizing dental health awareness activities at local kindergartens
- ➡ Exchange with Hope Elementary School in Anhui Province, China

Social contribution activities

► Goals and Results

► Nurturing future generations

► Environmental Preservation

► Disaster Relief

► Contributing to society/exchange with local communities

▼ Support for Employees' Social Contribution Activities

► Support for Intellectual Property Education

Support for Employees' Social Contribution Activities

Since fiscal 2009, we have had two programs in place to provide support for employees participating in social contribution activities; the One-Coin Club (a donation fund that employees contribute to directly from their wages) and a social activity leave program.

These programs are designed to raise awareness of social issues and provide support for employees who independently contribute to society.

One-Coin Club

We set up the One-Coin Club in November 2007. Employees who join the club choose an amount to be deducted from the wages or bonuses, which is then donated to organizations involved in social activities.

The club currently has around 760 members, who between them donated approximately ¥3.8 million to the fund in 2011. Donations were given to a total of 13 organizations involved in a range of social activities, based on proposals submitted by employees (¥2.6 million in fiscal 2012). Before being selected, organizations are reviewed by the One-Coin Club Management Committee, a voluntary panel made up of club members. The club also makes relief donations in some cases, in the event of an earthquake, flood or other major disaster.



Chibitto-kun, the mascot of the One-Coin Club

Organizations supported by the One-Coin Club in fiscal 2012

In fiscal 2012, we donated a total of ¥5.2 million in support of the following organizations and activities, via the One-Coin Club and matching donations from the company*.

* The matching donation scheme is designed to encourage employees to get involved in social contribution activities. Whenever an employee makes a donation to a social or environmental organization, the company matches it with a donation of the same amount.

1. Japan Association for the United Nations World Food Programme
2. Vaccines for the World's Children (Japan Committee)
3. Guide Dog & Service Dog Association of Japan
4. EDF Japan
5. ASHINAGA
6. Nanbyonet
7. Asperger Society Japan
8. Japan Marrow Donor Registry Promotion Conference
9. Rescue Stock Yard
10. Emergency Medical Network of Helicopter and Hospital (HEM-Net)
11. Support Unit for Childhood Cancer with Effective Strategy and Solution
12. Plan Japan
13. Civic Force

Support for employee volunteer activities (social activity leave program)

In August 2008, we introduced a social activity leave program to provide support for employees participating in social activities, by enabling them to take paid leave up to two times a year. In fiscal 2012, employees used the program 213 times for a wide range of activities, including volunteer fire fighting activities, coaching and supervising local baseball and soccer teams, and assisting with local government initiatives.

To help employees get involved in voluntary relief activities, we also allow employees to take up to eight days special leave each year, so that they can engage in social activities aimed at providing disaster relief. There were a total of six cases of employees taking special leave in order to take part in disaster relief activities following the Great East Japan Earthquake in March 2011, including transporting relief supplies, removing rubble, restoring people's homes and providing support at evacuation shelters. We intend to actively expand this scheme in the future, so that more employees can take part.

Social contribution activities

▶ Goals and Results

▶ Nurturing Future Generations

▶ Environmental Preservation

▶ Disaster Relief

▶ Contributing to society/exchange with local communities

▶ Support for Employees' Social Contribution Activities

▼ Support for Intellectual Property Education

Support for Intellectual Property Education

Mitsui Chemicals organizes seminars on intellectual property for Japanese students.

Support for intellectual property education for technical college students

At the request of Ariake National College of Technology in Omuta, we have been organizing intellectual property education for students since fiscal 2008, as part of the "Industry, Academia and Community Partnership Program for Renewal of Arao Area." On December 26, 2011, we once again organized a six-hour intensive training seminar providing an overview of intellectual property rights and how they are used.

The seminar was attended by 23 technical college students, who listened with great interest and were eager to ask questions. Our activities definitely helped to stimulate their interest in intellectual property, which is set to become even more important as they go on to shoulder the future of industry.

We will continue to assist with community activities such as these in the future.

Disaster Recovery Support

▼ Report on disaster recovery support following the Great East Japan Earthquake

► Report on support activities following flooding in Thailand

Report on disaster recovery support following the Great East Japan Earthquake

When the Great East Japan Earthquake struck on March 11, 2011, the Mitsui Chemicals Group immediately started work on the following initiatives:

(1) Providing relief supplies

Working in partnership with NGOs, we sent supplies to evacuation shelters in Kesennuma from five days after the quake until the end of March. The supplies consisted of Mitsui Chemicals products that we already had stockpiled in dedicated onsite warehouses, for use in case of an emergency such as this (see below).

- Polyurethane mattresses (cushioned materials for laying on the ground and keeping out the cold)
- Waterproof tarps (covering materials to keep out water)
- Food wrap (to cover dishes so they don't require washing, and to protect wounds in an emergency)
- Plastic water tanks (to store and transport drinking water)
- Basic biodegradable dishes

We continued to supply other evacuation shelters with polyurethane mattresses after that point, in line with needs on the ground.

(2) Donations

We made a donation of ¥100 million via the Central Community Chest of Japan. We also sent donations raised by employees at domestic affiliates (over ¥70 million) and group companies (over ¥20 million).

(3) Additional support

Having organized chemistry experiment classes on numerous occasions in the past as part of our Adventure Class in Wonder Chemistry program, we organized a series of classes for children in the affected area. We were able to provide a memorable experience for children who no longer had the time or a suitable place to play, as they had lots of fun doing experiments designed to stimulate their intellectual curiosity.

We have also continued to carry out initiatives aimed at helping people in the affected area on a day-to-day basis throughout the Mitsui Chemicals Group.



Experiments during an Adventure Class in Wonder Chemistry class

Sanitation and preventive activities in the area affected by the Great East Japan Earthquake

Flies became a serious problem following the Great East Japan Earthquake, particularly in coastal areas, where there were lots of fishing ports and seafood processing facilities that had been damaged by the tsunami, and at rubble collection sites. At the request of Nippon International Cooperation for Community Development (NICCO), group company Mitsui Chemicals Agro sent employees specializing in sanitary pests out to the cities of Natori, Tagajo, Ishinomaki and Rikuzentakata in Miyagi prefecture in July 2011, to identify species of fly and provide services such as advice regarding preventive methods.

Mitsui Chemicals Agro's products are being used to improve sanitary conditions in the affected area, with NICCO using the company's LENATOP emulsion and the Self Defense Forces using VERMITOL aqueous emulsion to prevent flies. Selecting the right insecticide is about more than just the effective prevention of pests. We also take the utmost care to ensure the safety of those working with the relevant chemicals and other non-targeted organisms (livestock, fish, birds, etc.).



Spraying insecticide to prevent flies

Heat shielding film to make air conditioning more effective

We fitted our very own ECQUSEA heat shielding film onto the windows of approximately 480 temporary homes, to help victims of the Great East Japan Earthquake living in temporary accommodation to keep room temperatures cooler during the summer months. Working with some of our corporate clients, we got together a team of volunteer employees, who worked diligently to fit ECQUSEA films in temperatures reaching over 30°C during the day. People living in temporary accommodation commented that the films were effective and had really made a difference. Everyone involved was delighted to have been able to do something to help.



Fitting heat shielding films

In-house presentation session with NPOs

On April 5, 2012, employees who had been involved in disaster recovery support activities in the area affected by the Great East Japan Earthquake held a presentation session at our Head Office.

Participants talked to large numbers of assembled employees about how it felt to be actually working on the ground, things they struggled with, their impressions and their hopes for the future.

To ensure that activities such as these are effective and run smoothly, we rely on assistance from highly experienced NPOs with dedicated expertise. We therefore invited representatives from NPOs we have worked with to attend the session and talk about their respective activities. The presentation session reaffirmed the underlying reasons why we engage in group initiatives and highlighted possible directions for the future.



The presentation session

Disaster Recovery Support

► Report on disaster recovery support following the Great East Japan Earthquake

▼ Report on support activities following flooding in Thailand

Report on support activities following flooding in Thailand

In the wake of flooding in Thailand in the summer of 2011, we donated ¥10 million to help rescue flood victims and get the affected area back on its feet.

Thai Mitsui Specialty Chemicals (TMSC), one of our group companies in Thailand, got involved in activities in support of flood victims in the local area, prompted in part by minor flood damage to its own facilities. The support activities in question were organized by Chulalongkorn University, which got other companies involved too, as well as TMSC. As well as donations from the company, around 50 TMSC employees also volunteered to help out. Specific activities included rescuing people on boats and rafts, helping to relocate evacuees, and providing emergency clothing and food, with approximately 1,500 victims benefiting as a result.



Boats provided in conjunction between participating companies



Providing flood victims with relief supplies



Certificate of appreciation from Chulalongkorn University

Flooding also damaged the homes of seven TMSC employees. The company responded by putting together a service team consisting of 25 employees, who helped clean up the damaged homes, remove furniture and other household items, and arrange accommodation for the affected families. The fact that employees went so far beyond the realms of regular corporate welfare activities shows a great determination to help one another.



Cleaning up the home of an affected employee



Removing mud



The members of the employee service team

Feedback from Inside and Outside the Company

Comments regarding our CSR Report 2011

The results of surveys regarding our CSR Report 2011 and comments made by those inside and outside the company

► [CSR Report 2011 Survey Results](#)

► [Feedback from Inside and Outside the Company](#)

Comments regarding our CSR Report 2011

▼ Results of the Survey

► Feedback from Inside and Outside the Company

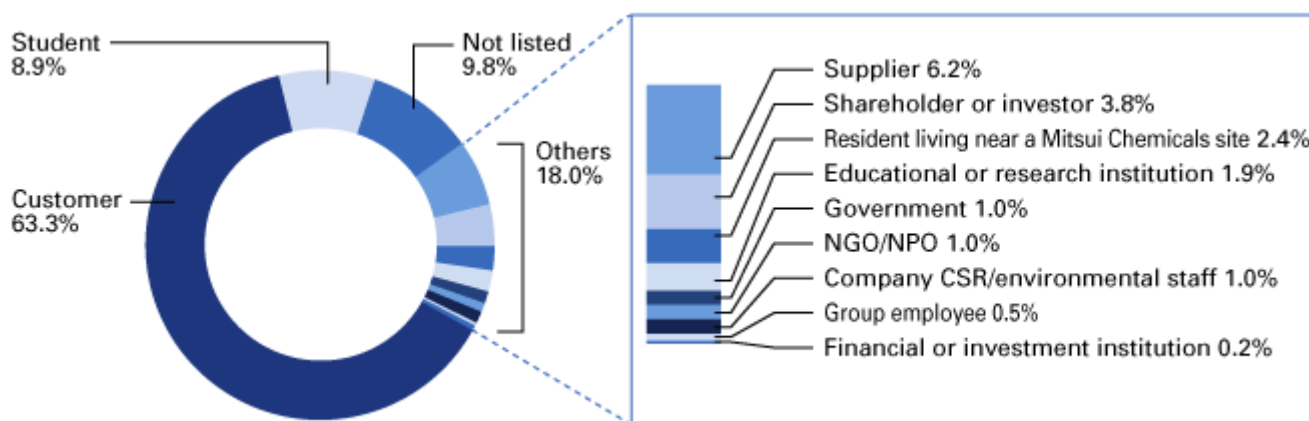
We have received a great many survey responses regarding our online CSR Report and our printed publication CSR Communication 2011.

Here at the Mitsui Chemicals Group, we conduct surveys to obtain extensive feedback from those inside and outside the company, so that improvements can be made to our activities and reports in the future. As of March 31, 2012, we have received a total of 417 responses to our 2011 survey. We would like to thank everyone who took the time to give us their comments and impressions.

The following is a summary of the survey results.

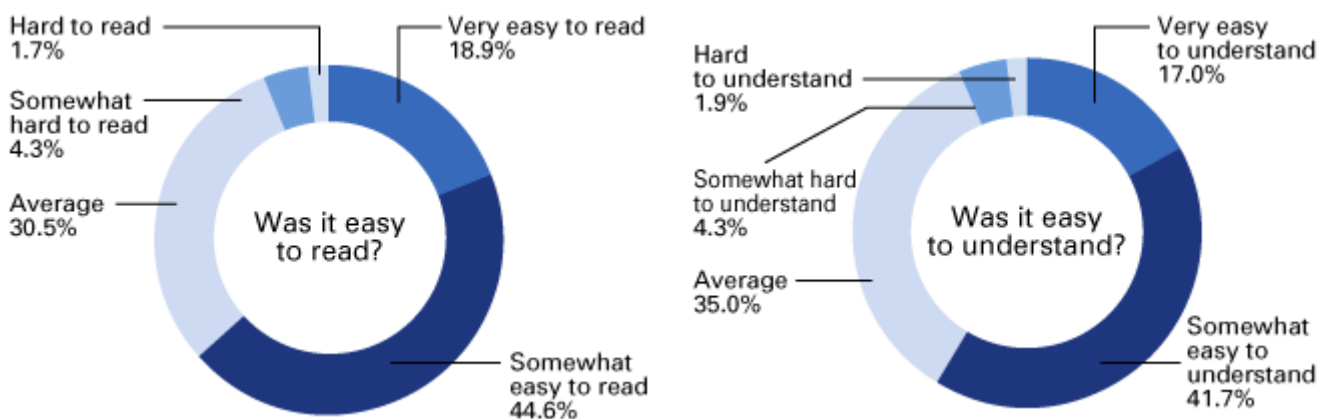
CSR Report 2011 Survey Results

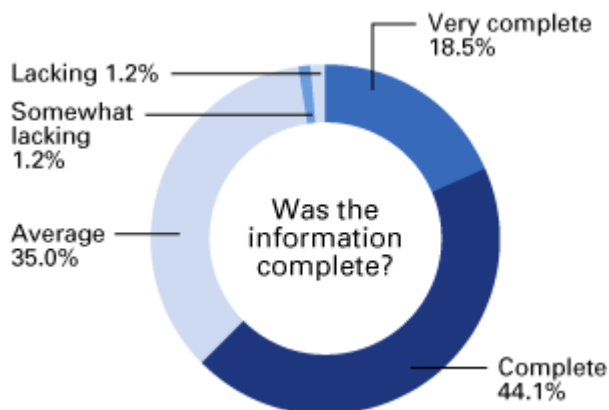
Q1: What is your relationship to Mitsui Chemicals?



* Note: Percentages may not add up to 100% or the respective total due to rounding.

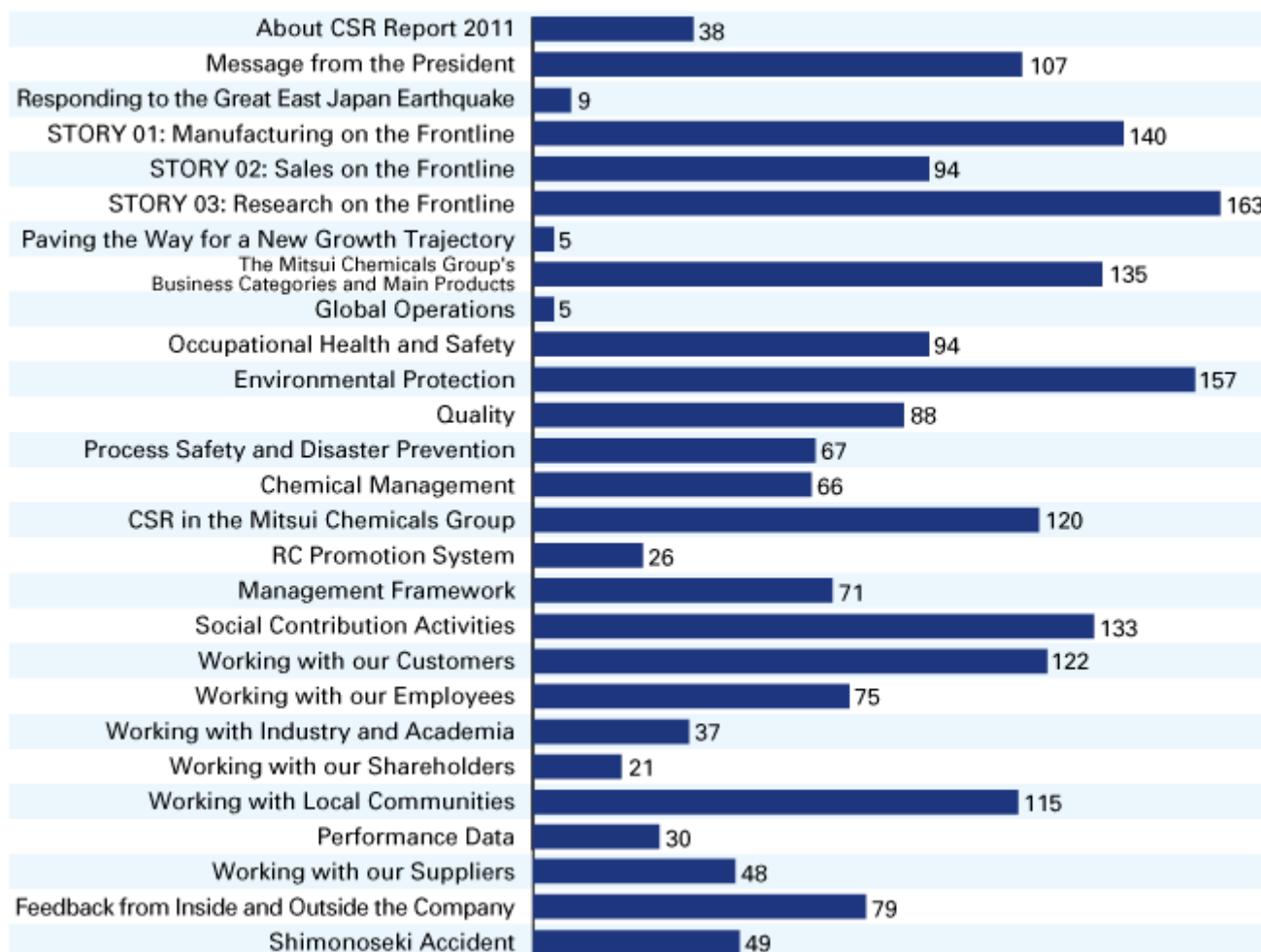
Q2: What did you think of the report?



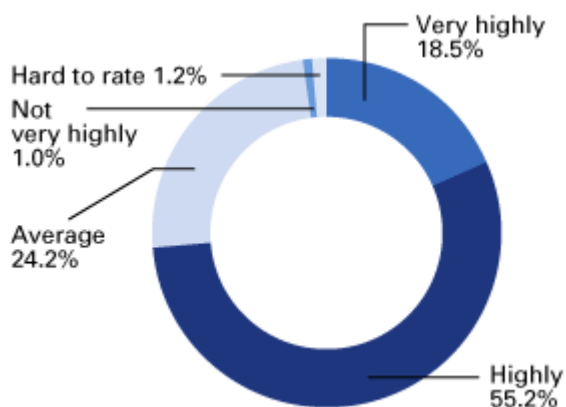


* Note: Percentages may not add up to 100% or the respective total due to rounding.

Q3: Which sections of the report did you find interesting? (multiple responses)



Q4: How would you rate the Mitsui Chemicals Group's CSR activities?



* Note: Percentages may not add up to 100% or the respective total due to rounding.

Comments regarding our CSR Report 2011

► Results of the Survey

▼ Feedback from Inside and Outside the Company

Selected comments and impressions received via the CSR Report 2012 Survey

Comments regarding CSR reporting in general

- I didn't really know much about the sort of products manufactured by Mitsui Chemicals before, so I was quite surprised to see that the company's lifestyle, functional, high quality and environmental materials are used in so many different scenarios. (Male shareholder/investor, 40s)
- I thought it was fantastic how much the company helped out with relief efforts in the area affected by the Great East Japan Earthquake. Items like waterproof tarps and mattresses are essential for victims in the area. I thought that was a superb initiative. (Female customer, 50s)
- I was impressed by the extent of the company's CSR activities, from next generation training initiatives to building schools in China. It seems a waste that so few people get to hear about activities like that though, so maybe you could try to promote them on a wider scale. (Female customer, 20s)

Comments regarding employees

- I would have liked to learn more about subjects such as female employees working on the frontline, childcare leave uptake amongst male employees and employment for disabled people. (Female customer, 30s)
- It was good to see genuine comments about conditions for employees, especially from female employees with children. (Male customer, 20s)
- I would have liked a bit more detailed information, including statistics, in areas such as compliance and work-life balance. I would particularly like to see uptake figures for the company's various schemes. I suspect that lots of companies have these schemes in place but they don't actually get used. (Male customer, 40s)

Comments regarding layout

- With such a wide range of links on the website, it felt quite difficult to find what I was looking for. The colors used in some of the graphs are too similar, and there are other points that are hard to understand just by looking at volumes. (Male, other, 20s)
- I struggled to find the information I was looking for because there are so many difficult words and phrases on the website. It might be tricky from an industry point of view, but the report would be easier to navigate if you used expressions that regular consumers could understand too. (Female customer, 20s)

Third-party comments regarding CSR Report 2011 (summary)

Eiichi Adachi (Head of ESG Research Center, Japan Research Institute)

- There is an impressive commitment to reducing overall greenhouse gas emissions.
- I would like to see a greater focus on chemical management, as a key priority for the chemical industry.
- I would like to see details of initiatives in areas such as operator training, given that the company still hasn't achieved its frequency rate for accidents.
- I would like more information on overseas initiatives and the company's commitment to global human resources.

Mika Takaoka (Professor, College of Business, Rikkyo University)

- The addition of targets for the reduction of overall greenhouse gas emissions, as well as existing targets based on specific consumption, is excellent.
- I was impressed by the idea of putting the bulk of the company's CSR report on the website and highlighting key topics in the printed edition, rather than merely publishing an abridged version.
- I would like to see the company working with suppliers to make improvements, rather than merely conducting CSR procurement surveys at the supplier selection stage.
- I would like to see a roadmap for employment diversity, even if it is just a rough outline.

Main improvements incorporated into CSR Report 2012

Based on the survey results and third-party comments that we received, we have made the following improvements to our 2012 report.

1. Reporting on progress with reductions in overall greenhouse gas emissions

- ▶ [Reducing Greenhouse Gas Emissions](#)
- 2. Reporting on progress with chemical management
 - ▶ [Chemical Management](#)
- 3. Publishing details of preventive measures in the field of occupational safety, following an accident at our Iwakuni-Ohtake Works
 - ▶ [Eliminating Occupational Accidents](#)
- 4. Publishing details of our commitment to global human resources
 - ▶ [Commitment to Human Resource Development](#)
- 5. Publishing more detailed information on diversity in employment
 - ▶ [Respect for Diversity and Individuality](#)

Performance Data

Here at the Mitsui Chemicals Group, we are committed to protecting the environment through initiatives such as reducing environmental impact and saving energy. We also place great importance on communication with local communities and carry out a range of CSR activities aimed at establishing ourselves as a “good and trustworthy company” that is trusted by all of its stakeholders.

The following table provides a summary of our activities. If you would like to know more about any category, please click on the relevant data.

Category		Data
Message from the President	Global Compact	Ten principles of Global Compact Cross-Reference Index
The Mitsui Chemicals Group's Business Categories and Main Products		The Mitsui Chemicals Group's Business Categories and Main Products
CSR Management	Management System	Goals and Results
		Risk Hotline Statistics
Responsible Care	Occupational Health and Safety	Goals and Results
		Occupational Accidents
		Frequency of Accidents Resulting in Absence from Work (All Industries/Chemical Industry/Mitsui Chemicals)
		Frequency of Occupational Accidents (Mitsui Chemicals Employees + Contractors)
	Safety and Disaster Prevention	Goals and Results
		Safety and Disaster Prevention Curriculum
		Practical training in process safety and disaster prevention
		Investment in Safety, Disaster Prevention and Health
	Environmental Preservation	Goals and Results
		Greenhouse Gas Emissions and Energy Intensity Index
		Landfill Disposal of Industrial Waste
		The Process of Waste Disposal (Mitsui Chemicals)
		Classification of Industrial Waste Disposal
		Emissions of Substances Subject to the PRTR Act
		PRTR Data for Domestic Manufacturing Sites (Kashima Works / Ichihara Works / Mobara Branch Factory / Nagoya Works / Osaka Works / Iwakuni-Ohtake Works / Tokuyama Branch Factory / Omuta Works)
		Emissions of Hazardous Air Pollutants
		VOC Emissions to the Air
		Environmental Impact Figures (8 Categories)
		Environmental Accounts
		Environmental Costs and Benefits
		Economic Effects of Environmental Initiatives

		Input⇒Output Data (Mitsui Chemicals)
		Input⇒Output Data (Mitsui Chemicals Works)
		Input⇒Output Data for the Mitsui Chemicals Group
		How the Nagata Method Works (Eco-Efficiency)
		Eco-Efficiency and ELP (Environmental Load Points) Indices
		Calculating Eco-Efficiency Index
		Handling Environmental Complaints
	Chemical Management	Goals and Results
	Quality	Goals and Results
	Logistics	Goals and Results
Communication with Society	Working with our Suppliers	Goals and Results
		Goals and Results
	Working with our Shareholders	Goals and Results
		List of Support Programs
		Promoting Diversity (Number of Female Managers/Rate of Disabled Employment)
		Positive Diagnosis Results
		Breakdown of Days Off due to Illness
		A wide range of health management programs (health education/events)
	Working with Industry and Academia	Goals and Results
	Working with Local Communities	Goals and Results
		Community Exchange Activities at Domestic and Overseas Affiliates in Fiscal 2012
		Public Recognition
	Social Contribution Activities	Goals and Results
		Adventure Class in Wonder-Chemistry Classes in Fiscal 2012
		Adventure Class in Wonder-Chemistry Experiments
		Organizations Supported by the One-Coin Club in Fiscal 2012
	Disaster Recovery Support	Report on disaster recovery support following the Great East Japan Earthquake
Feedback from Inside and Outside the Company	Comments Regarding CSR Survey 2011	CSR Survey 2011 Results
Guideline Cross-Reference Tables		GRI Guideline Reference Table
		ISO 26000 Reference Table

Guideline Cross-Reference Tables

GRI Guidelines Cross-reference List

▶ [GRI Guidelines Cross-reference List](#)

Mitsui Chemicals' Commitment to ISO 26000

▶ [Mitsui Chemicals' Commitment to ISO 26000](#)

GRI Guidelines Cross-reference List

An official partner of the United Nations Environment Programme (UNEP) based in the Netherlands, the Global Reporting Initiative (GRI) is an NGO whose purpose is to develop and promote guidelines relating to corporate sustainability reports. The GRI Guidelines are a set of international guidelines for businesses, to ensure that they take environmental and social factors into consideration as part of the process of economic development.

The following table shows booklets/web sections corresponding to items of the GRI Guidelines.

GRI Index

* Whereas the original table is based on Version 3.1 (G3.1), the translated text is based on the ESG Communication Forum version.

Item	Indicators	Applicable/Not applicable	WEB
			Corresponding Sections
1. Strategy and Analysis			
1.1	Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	<input type="radio"/>	■ Message from the President
1.2	Description of key impacts, risks, and opportunities.	<input type="radio"/>	■ Message from the President ■ The aims of CSR ■ RC Management System ■ Management Plan (Grand Design)
2.Organizational Profile			
2.1	Name of the organization.	<input type="radio"/>	■ Corporate Overview
2.2	Primary brands, products, and/or services.	<input type="radio"/>	■ Business & Products ■ The Mitsui Chemicals' Group's Business Categories and Main Products
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	<input type="radio"/>	■ Organization
2.4	Location of organization's headquarters.	<input type="radio"/>	■ Corporate Overview
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<input type="radio"/>	■ Overseas Subsidiaries & Affiliates
2.6	Nature of ownership and legal form.	<input type="radio"/>	■ Corporate Overview
2.7	Markets served (including geographical breakdown, sectors served, types of customers/beneficiaries).	<input type="radio"/>	■ Overseas Subsidiaries & Affiliates ■ Fact Book
2.8	Scale of the reporting organization, including: - Number of employees; - Number of operations; - Net sales (for private sector organizations) or net revenues (for public sector organizations); - Total capitalization broken down in terms of	<input type="radio"/>	■ Corporate Overview ■ Fact Book ■ Input⇒Output Data

	debt and equity (for private sector organizations); and - Quantity of products or services provided		
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: - The location of, or changes in operations, including facility openings, closings, and expansions; and - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	×	—
2.10	Awards received in the reporting period.	○	<ul style="list-style-type: none"> ■ Global Warming Initiatives ■ Contributing to Society/Exchange with Local Communities ■ Commendations from Society
3. Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	○	■ About CSR Report 2012
3.2	Date of most recent previous report (if any).	×	—
3.3	Reporting cycle (annual, biennial, etc.)	○	■ Download CSR Reports
3.4	Contact point for questions regarding the report or its contents.	○	■ Contact Us
Report Scope and Boundary			
3.5	Process for defining report content, including: - Determining materiality; - Prioritizing topics within the report; and - Identifying stakeholders the organization expects to use the report.	○	■ About CSR Report 2012
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	○	■ About CSR Report 2012
3.7	State any specific limitations on the scope or boundary of the report.	○	<ul style="list-style-type: none"> ■ About CSR Report 2012 ■ Industrial Waste Reduction
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	×	—
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	○	<ul style="list-style-type: none"> ■ Creating a Safe and Secure Workplace ■ Industrial Waste Reduction ■ Substances Subject to the PRTR Act ■ Environmental Accounting ■ Environmental Impact Assessment (Eco-Efficiency)
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	○	■ Commitment to Global Warming Prevention

3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	×	—
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	○	■ GRI Guidelines Cross-reference List
Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	○	■ Third-Party Comments Regarding CSR Report 2012
4. Governance, Commitments, and Engagement			
Governance			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	○	■ Framework for the creation of a “good and trustworthy company” ■ Corporate Governance ■ RC Management System
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	○	■ Corporate Governance ■ Board of Directors
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	○	■ Corporate Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	○	■ Corporate Governance ■ Disclosure of Information to Shareholders
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	○	■ Security reports
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	○	■ Corporate Governance
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	×	—
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	○	■ Message from the President ■ Management Plan (Grand Design) ■ Aims of CSR ■ Efforts to improve awareness and conduct as a “good and trustworthy company” ■ Responsible Care Policy

4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	○	<ul style="list-style-type: none"> ■ The UN Global Compact ■ Responsible Care Policy
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	×	—
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	○	<ul style="list-style-type: none"> ■ Mitsui Chemicals' Commitment to ISO 26000 ■ RC Management System ■ Ensuring the Safety of Chemicals and Chemical Products
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	○	<ul style="list-style-type: none"> ■ The UN Global Compact ■ Mitsui Chemicals' Commitment to ISO 26000 ■ Biodiversity
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	○	<ul style="list-style-type: none"> ■ Ensuring the Safety of Chemicals and Chemical Products ■ Promotion of Joint Research and Projects
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.	○	<ul style="list-style-type: none"> ■ Disclosure of Information to Shareholders ■ Dialog with Local Communities ■ Nurturing the Next Generation ■ Feedback on CSR Report 2011 ■ Feedback from Inside and Outside the Company
4.15	Basis for identification and selection of stakeholders with whom to engage.	×	—
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	○	<ul style="list-style-type: none"> ■ Quality Improvement Initiatives ■ CSR Procurement ■ Disclosure of Information to Shareholders ■ Dialog with Local Communities ■ Nurturing the Next Generation ■ Feedback on CSR Report 2011 ■ Feedback from Inside and

			Outside the Company ■Third-Party Comments Regarding CSR Report 2012
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	○	■Feedback from Inside and Outside the Company ■Third-Party Comments Regarding CSR Report 2012
5.Management Approach and Performance Indicators			
Economic			
	Disclosure on Management Approach	○	■Message from the President ■The aims of CSR ■Management Plan (Grand Design)
Economic Performance Indicators			
Aspect:Economic Performance			
CORE EC1.	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	×	—
CORE EC2.	Financial implications and other risks and opportunities for the organization's activities due to climate change.	○	■Message from the President ■Identifying Key CSR Challenges
CORE EC3.	Coverage of the organization's defined benefit plan obligations.	×	—
CORE EC4.	Significant financial assistance received from government.	×	—
Aspect: Market Presence			
ADD EC5.	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	×	—
CORE EC6.	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	×	—
CORE EC7.	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	×	—
Aspect:Indirect Economic Impacts			
CORE EC8.	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement.	○	■Exchange with Local Communities ■Nurturing the Next Generation ■Environmental Protection ■Disaster Relief ■Contributing to society/exchange with local communities ■Support for Intellectual Property Education ■Disaster Recovery Support
ADD EC9.	Understanding and describing significant indirect economic impacts, including the extent of impacts.	○	■Explosion and Fire at Iwakuni-Ohtake Works

Environmental			
Disclosure on Management Approach		○	<ul style="list-style-type: none"> ■ Message from the President ■ Environmental Protection > Goals and Results
Environmental Performance Indicators			
Aspect: Materials			
CORE EN1.	Materials used by weight or volume.	○	■ Input⇒Output Data
CORE EN2.	Percentage of materials used that are recycled input materials.	×	—
Aspect:Energy			
CORE EN3.	"Direct energy consumption by primary energy source."	○	■ Input⇒Output Data
CORE EN4.	Indirect energy consumption by primary source.	×	—
ADD EN5.	Energy saved due to conservation and efficiency improvements.	○	<ul style="list-style-type: none"> ■ Message from the President ■ Commitment to Global Warming Prevention
ADD EN6.	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	○	<ul style="list-style-type: none"> ■ Message from the President ■ Commitment to Global Warming Prevention
ADD EN7.	Initiatives to reduce indirect energy consumption and reductions achieved.	×	—
Aspect:Water			
CORE EN8.	Total water withdrawal by source.	○	<ul style="list-style-type: none"> ■ Environmental Impact (NOx, COD, etc.) ■ Input⇒Output Data
ADD EN9.	Water sources significantly affected by withdrawal of water.	×	—
ADD EN10.	Percentage and total volume of water recycled and reused.	×	—
Aspect:Biodiversity			
CORE EN11.	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	×	—
CORE EN12.	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	○	■ Environmental Protection
ADD EN13.	Habitats protected or restored.	×	—
ADD EN14.	Strategies, current actions, and future plans for managing impacts on biodiversity.	×	—
ADD EN15.	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	×	—
Aspect:Emissions, Effluents, and Waste			
			■ Commitment to Global

CORE EN16.	Total direct and indirect greenhouse gas emissions by weight.	○	Warming Prevention ■Input⇒Output Data ■Environmental Impact Assessment (Eco-Efficiency)
CORE EN17.	Other relevant indirect greenhouse gas emissions by weight.	×	—
ADD EN18.	Initiatives to reduce greenhouse gas emissions and reductions achieved.	○	■Message from the President ■Commitment to Global Warming Prevention
CORE EN19.	Emissions of ozone-depleting substances by weight.	○	■Substances Subject to the PRTR Act ■Input⇒Output Data
CORE EN20.	NOx, SOx, and other significant air emissions by type and weight.	○	■Hazardous Air Pollutants ■Volatile Organic Compounds ■Environmental Impact (NOx, COD, etc.) ■Input⇒Output Data ■Environmental Impact Assessment (Eco-Efficiency)
CORE EN21.	Total water discharge by quality and destination.	○	■Environmental Impact (NOx, COD, etc.) ■Input⇒Output Data
CORE EN22.	Total weight of waste by type and disposal method.	○	■Industrial Waste Reduction ■Input⇒Output Data ■Environmental Impact Assessment (Eco-Efficiency)
CORE EN23.	Total number and volume of significant spills.	○	■Handling Environmental Complaints
ADD EN24.	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	×	—
ADD EN25.	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	×	—
Aspect:Products and Services			
CORE EN26.	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	○	■Industrial Waste Reduction
CORE EN27.	Percentage of products sold and their packaging materials that are reclaimed by category.	×	—
Aspect: Compliance			
CORE EN28.	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	○	■RC Audits
Aspect:Transport			
ADD EN29.	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	○	■Commitment to Global Warming Prevention

Aspect:Overall			
ADD EN30.	Total environmental protection expenditures and investments by type.	○	■Environmental Accounting
Social Performance Indicators			
Labor Practices and Decent Work			
Disclosure on Management Approach		○	■Message from the President ■Occupational Health and Safety > Goals and Results ■Safety and Disaster Prevention > Goals and Results ■Together with Employees > Goals and Results
Labor Practices and Decent Work Performance Indicators			
Aspect: Employment			
CORE LA1.	Total workforce by employment type, employment contract, and region, broken down by gender.	○	■Corporate Overview ■Overseas Subsidiaries & Affiliates ■Other Data
CORE LA2.	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	×	—
ADD LA3.	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	○	■Creating an Employee-Friendly Working Environment
CORE LA15.	Return to work and retention rates after parental leave, by gender.	×	—
Aspect:Labor/Management Relations			
CORE LA4.	Percentage of employees covered by collective bargaining agreements.	×	—
CORE LA5.	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	×	—
Aspect:Occupational Health and Safety			
CORE LA6.	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	×	—
CORE LA7.	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	○	■Creating a Safe and Secure Workplace
CORE LA8.	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	○	■Employee Health
ADD LA9.	Health and safety topics covered in formal agreements with trade unions.	×	—
Aspect: Training and Education			
			■Compliance Training ■Safety and Disaster Prevention > Goals and Results

CORE LA10.	Average hours of training per year per employee by gender, and by employee category.	○	<ul style="list-style-type: none"> ■ Preventing Production-Related Accidents and Injuries ■ Quality Improvement Initiatives ■ Personnel Advancement and Utilization
ADD LA11.	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	○	<ul style="list-style-type: none"> ■ Personnel Advancement and Utilization
ADD LA12.	Percentage of employees receiving regular performance and career development reviews, by gender.	×	—
Aspect: Diversity and Equal Opportunity			
CORE LA13.	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	○	<ul style="list-style-type: none"> ■ Creating an Employee-Friendly Working Environment
Aspect : Equal Remuneration for Women and Men			
CORE LA14.	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	×	—
Human Rights			
Disclosure on Management Approach		○	<ul style="list-style-type: none"> ■ Basic Philosophy on Human Rights ■ Purchasing Policy ■ CSR Procurement
Human Rights Performance Indicators			
Aspect: Investment and Procurement Practices			
CORE HR1.	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	×	—
CORE HR2.	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.	○	<ul style="list-style-type: none"> ■ Purchasing Policy ■ CSR Procurement
ADD HR3.	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	×	—
Aspect: Non-discrimination			
CORE HR4.	Total number of incidents of discrimination and corrective actions taken.	×	—
Aspect: Freedom of Association and Collective Bargaining			
CORE HR5.	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	×	—
Aspect: Child Labor			

CORE HR6.	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	○	■CSR Procurement
Aspect: Forced and Compulsory Labor			
CORE HR7.	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	○	■CSR Procurement
Aspect: Security Practices			
ADD HR8.	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	×	—
Aspect: Indigenous Rights			
ADD HR9.	Total number of incidents of violations involving rights of indigenous people and actions taken.	×	—
Aspect: Assessment			
CORE HR10.	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	×	—
Aspect: Remediation			
CORE HR11.	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	×	—
Society			
Disclosure on Management Approach		○	■Together with Employees>Goals and Results ■Together with Industry and Academia>Goals and Results ■Together with Local Communities>Goals and Results ■Social Contribution Activities>Goals and Results
Society Performance Indicators			
Aspect: Local Communities			
CORE SO1.	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	×	—
CORE SO9.	Operations with significant potential or actual negative impacts on local communities.	○	■Handling Environmental Complaints ■Explosion and Fire at Iwakuni-Ohtake Works
CORE SO10.	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	○	■Handling Environmental Complaints ■Explosion and Fire at Iwakuni-Ohtake Works
Aspect: Corruption			
CORE SO2.	Percentage and total number of business units analyzed for risks related to corruption.	○	■RC Audits

CORE SO3.	Percentage of employees trained in organization's anti-corruption policies and procedures.	○	■ Compliance Training
CORE SO4.	Actions taken in response to incidents of corruption.	×	—
Aspect: Public Policy			
CORE SO5.	Public policy positions and participation in public policy development and lobbying.	○	■ Ensuring the Safety of Chemicals and Chemical Products ■ Creating an Employee-Friendly Working Environment ■ Promotion of Joint Research and Projects ■ Exchange with Local Communities ■ Contributing to society/exchange with local communities
ADD SO6.	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	×	—
Aspect: Anti-Competitive Behavior			
ADD SO7.	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	×	—
Aspect: Compliance			
CORE SO8.	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	×	—
Product Responsibility			
Disclosure on Management Approach		○	■ Chemical Management > Goals and Results ■ Quality > Goals and Results
Product Responsibility Performance Indicators			
Aspect: Customer Health and Safety			
CORE PR1.	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	○	■ RC Promotion System ■ Quality Improvement Initiatives ■ Ensuring the Safety of Chemicals and Chemical Products
ADD PR2.	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	×	—
Aspect: Product and Service Labeling			
CORE PR3.	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	○	■ The Mitsui Chemicals' Group's Business Categories and Main Products
ADD PR4.	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	×	—
ADD	Practices related to customer satisfaction,		■ Quality Improvement Initiatives

PR5.	including results of surveys measuring customer satisfaction.	○	■Marketing “Meister” system
Aspect:Marketing Communications			
CORE PR6.	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	×	—
ADD PR7.	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	×	—
Aspect:Customer Privacy			
ADD PR8.	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	×	—
Aspect:Compliance			
CORE PR9.	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	×	—

Mitsui Chemicals' Commitment to ISO 26000

Core subject	Issues	Refer to
Organizational governance	Organizational governance	■ Message from the President
		■ CSR in the Mitsui Chemicals Group
		■ Management Framework
		■ RC Promotion System
		■ Basic Philosophy on Human Rights
		■ Disclosure of Information to Shareholders
		■ Dialog with Local Communities
		■ Feedback from Inside and Outside the Company
Human rights	Issue 1:Due diligence Issue 2:Human rights risk situations Issue 3:Avoidance of complicity Issue 4:Resolving grievances Issue 5:Discrimination and vulnerable groups Issue 6:Civil and political rights Issue 7:Economic, social and cultural rights Issue 8:Fundamental principles and rights at work	■ RC Promotion System
		■ Basic Philosophy on Human Rights
		■ Working with our Suppliers>Goals and Results
		■ Policy on Suppliers
		■ CSR Procurement
		■ Respect for Diversity and Individuality
Labour practices	Issue 1:Employment and employment relationships Issue 2:Conditions of work and social protection Issue 3:Social dialogue Issue 4:Health and safety at work Issue 5:Human development and training in the workplace	■ Occupational Health and Safety>Goals and Results
		■ Creating Safe and Secure Workplaces
		■ Employee Health
		■ Preventing Production-Related Accidents and Injuries
		■ Working with our Employees>Goals and Results
		■ Promoting and Utilizing Human Resources
		■ Creating an Employee-Friendly Working Environment
		■ Employee Health
The environment	Issue 1:Prevention of pollution Issue 2:Sustainable resource use Issue 3:Climate change mitigation and adaptation Issue 4:Protection of the environment, biodiversity and restoration of natural habitats	■ Explosion and Fire at Iwakuni-Ohtake Works
		■ Environmental Preservation>Goals and Results
		■ Commitment to Preventing Global Warming
		■ Reducing Industrial Waste
		■ Substances Subject to the PRTR Act
		■ Hazardous Air Pollutants
		■ Volatile Organic Compounds
		■ Environmental Impact (NOx, COD, etc.)
		■ Biodiversity
		■ Environmental Accounting
		■ Input⇒Output Data
		■ Environmental Impact Assessment (Eco-Efficiency)

		<ul style="list-style-type: none"> ■ Handling Environmental Complaints ■ RC Audits ■ Social Contribution Activities>Environmental Preservation
Fair operating practices	Issue 1:Anti-corruption Issue 2:Responsible political involvement Issue 3:Fair competition Issue 4:Promoting social responsibility in the value chain Issue 5:Respect for property rights	<ul style="list-style-type: none"> ■ Compliance Training ■ RC Audits ■ Basic Philosophy on Human Rights ■ Working with our Suppliers>Goals and Results ■ Purchasing Policy ■ CSR Procurement
Consumer issues	Issue 1:Fair marketing, factual and unbiased information and fair contractual practices Issue 2:Protecting consumers' health and safety Issue 3:Sustainable consumption Issue 4:Consumer service, support, and complaint and dispute resolution Issue 5:Consumer data protection and privacy Issue 6:Access to essential services Issue 7:Education and awareness	<ul style="list-style-type: none"> ■ Explosion and Fire at Iwakuni-Ohtake Works ■ Handling Environmental Complaints ■ Chemical Management>Goals and Results ■ Ensuring the Safety of Chemicals and Products ■ Quality>Goals and Results ■ Quality Improvement Initiatives ■ RC Promotion System ■ Marketing Master Scheme
Community involvement and development	Issue 1:Community involvement Issue 2:Education and culture Issue 3:Employment creation and skills development Issue 4:Technology development and access Issue 5:Wealth and income creation Issue 6:Health Issue 7:Social investment	<ul style="list-style-type: none"> ■ Explosion and Fire at Iwakuni-Ohtake Works ■ Handling Environmental Complaints ■ Promoting and Utilizing Human Resources ■ Creating an Employee-Friendly Working Environment ■ Promoting Joint Research and Projects ■ Dialog with Local Communities ■ Exchange with Local Communities ■ Social Contribution Activities>Goals and Results ■ Nurturing Future Generations ■ Environmental Preservation ■ Disaster Relief ■ Contributing to Society/Exchange with Local Communities ■ Support for Employees' Social Contribution Activities ■ Support for Intellectual Property Education ■ Disaster Recovery Support

Download CSR Reports

All CSR Communication, CSR Report and Responsible Care Report publications issued to date by the Mitsui Chemicals Group, whether online or in print, are available as PDF files or in digital book format.

We hope that publishing printed and online reports will encourage communication with all of our stakeholders and enable us to keep on expanding and improving our activities in the future. We hope you enjoy reading our reports.

Digital Books

2012

【Online version】 CSR Report 2012 PDF version



The contents of our CSR Report 2012, as featured on this website, are available in PDF format and can be downloaded in full or in individual sections.

► Full report (PDF : 2.83MB) 

► Individual sections

2011



【Online version】 CSR Report 2011

FY2011 online version (PDF :2.56MB)



【Printed version】 CSR Communication

Full report (PDF : 7.59MB) 



Digital book 

CSR Report





CSR Report 2010
Full report (PDF : 5.58MB) 
Digital book 





CSR Report 2009
Full report (PDF : 4.78MB) 
Digital book 



CSR Report 2008
Full report (PDF : 2.59MB) 
Digital book 



CSR Report 2007
Full report (PDF : 1.62MB) 
Digital book 



CSR Report 2006
Full report (PDF :
3.24MB)



CSR Report 2005
Full report (PDF :
1.77MB)

Responsible Care Report

Please click below to view our RC reports regarding environment, safety, occupational health, and quality.



Responsible Care Report
2004
Full report (PDF :
1.19MB)



Responsible Care Report
2003
Full report (PDF :
1.34MB)



Responsible Care Report
2002
Full report (PDF :
690KB)



Responsible Care Report
2001
Full report (PDF :
950KB)



Responsible Care Report
2000
Full report (PDF :
582KB)

Online version - Individual sections -

[Top Page](#) (PDF : 111KB) 

[Message from the President](#) (PDF : 28KB) 

[UN Global Compact](#) (PDF : 26KB) 

[Special Feature](#) (PDF : 231KB) 

[The Mitsui Chemicals' Group's Business Categories and Main Products](#) (PDF : 139KB) 

[CSR Management](#) (PDF : 17KB) 

[CSR in the Mitsui Chemicals Group](#) (PDF : 124KB) 

[Management Framework](#) (PDF : 144KB) 

[Responsible Care](#) (PDF : 23KB) 

[Occupational Health and Safety](#) (PDF : 103KB) 

[Process Safety and Disaster Prevention](#) (PDF : 124KB) 

[Environmental Protection](#) (PDF : 700KB) 

[Chemical Management](#) (PDF : 119KB) 

[Quality](#) (PDF : 112KB) 

[Logistics](#) (PDF : 100KB) 

[RC Promotion System](#) (PDF : 204KB) 

[Communication with Society](#) (PDF : 23KB) 

[Respect for Human Rights](#) (PDF : 19KB) 

[Working with our Customers](#) (PDF : 17KB) 

[Working with our suppliers](#) (PDF : 104KB) 

[Working with our Shareholders](#) (PDF : 76KB) 

[Working with our Employees](#) (PDF : 298KB) 

[Working with Industry and Academia](#) (PDF : 100KB) 

[Working with Local Communities](#) (PDF : 199KB) 

[Social contribution activities](#) (PDF : 246KB) 

[Disaster Recovery Support](#) (PDF : 191KB) 

[Feedback from Inside and Outside the Company](#) (PDF : 97KB) 

[Performance Data](#) (PDF : 21KB) 

[Guideline Cross-Reference Tables](#) (PDF : 15KB) 

[GRI Guidelines Cross-reference List](#) (PDF : 137KB) 

[Mitsui Chemicals' Commitment to ISO 26000](#) (PDF : 37KB) 

[Download CSR Reports](#) (PDF : 94KB) 

[About CSR Report 2012](#) (PDF : 19KB) 

[CSR Report 2012 Survey](#) (PDF : 16KB) 

[CSR Site Map](#) (PDF : 24KB) 

About CSR Report 2012



We produce comprehensive and detailed reports on the Mitsui Chemicals Group's CSR activities, taking advantage of the unique features of online media.

Editorial Policy

In the past, we used to provide comprehensive and detailed content via the online version of the Mitsui Chemicals Group's CSR Report, whilst also publishing an abridged printed version summarizing key points from the website. In an effort to provide stakeholders with the latest information and improve accessibility, however, we decided to reposition our online and printed reports in fiscal 2011.

We have once again edited our reports in line with this revised policy for fiscal 2012.

We produce CSR reports to maintain dialog with our stakeholders. Our reports highlight the Mitsui Chemicals Group's main CSR initiatives from three key perspectives (economy, environment and society), with a focus on environmental and social initiatives in particular. Please see our Annual Report for a more in-depth economic viewpoint.

 [Investor Relations](#)  [Annual Report](#)

Online version

We post the full version of the Mitsui Chemicals Group's CSR Report on our website, which provides comprehensive and detailed content. As well as improving the content of our report in line with ISO 26000 from fiscal 2012 onwards, we continue to edit our reports with the aim of constantly making them more varied, readable, and accessible. We hope you will take the time to access our online report and read about our CSR activities here at the Mitsui Chemicals Group.

 [CSR Site Map](#)

Printed version

We will not publish CSR Communication 2012, whilst we will report "Safety" related topic as the special feature in this website in March 2013.

Scope of the Report

Coverage

Our 2012 report covers activities during fiscal 2012 (April 1, 2011 to March 31, 2012). It may also include data relating to more recent activities however, from April 2011 onwards.

Data

Unless specifically indicated to include affiliates or subsidiaries, all data in this report refers to Mitsui Chemicals.

Referenced Guidelines

- Global Reporting Initiative(GRI) : 3.1 version
- ISO26000
- Sustainability Reporting Guidelines 2006
- Environmental Reporting Guideline 2012 (Ministry of the Environment)
- Environmental Accounting Guideline 2005 (Ministry of the Environment)

 [GRI Guidelines Index](#)  [ISO26000 Cross-Reference Table](#)

CSR Report 2012 Survey

We welcome your comments and feedback on our CSR Report 2012 in e-mail format.

We will not use your personal information obtained through the survey for any purpose unless it is strictly necessary, such as in a case where our subsidiaries or affiliates request for it to reply to your inquiries.

Please refer to our [Privacy Policy](#) for more details.

▶ [Questionnaire](#) 

CSR Site Map

The following is a full list of the contents of the CSR section of the Mitsui Chemicals Group website.

▶ Message from the President

- ▶ Message from the President
- ▶ UN Global Compact

▶ Spacial Future

- ▶ Fundamental Safety Committee
- ▶ Initiatives at the Ichihara Works

▶ The Mitsui Chemicals Group's Business Categories and Main Products

- ▶ The Mitsui Chemicals Group's Business Categories and Main Products

▶ CSR management

- ▶ CSR in the Mitsui Chemicals Group
 - ▶ The Aims of CSR
 - ▶ Framework for the Creation of a "Good and Trustworthy Company"
 - ▶ Identifying Key CSR Challenges
 - ▶ Mitsui Chemicals' commitment to ISO 26000
- ▶ Management Framework
 - ▶ Goals and Results
 - ▶ Corporate Governance
 - ▶ Risk Management Framework
 - ▶ Compliance Training

▶ Responsible Care

- ▶ Occupational Health and Safety
 - ▶ Goals and Results
 - ▶ Creating Safe and Secure Workplaces
 - ▶ Employee Health
- ▶ Safety and Disaster Prevention
 - ▶ Goals and Results
 - ▶ Preventing Production-Related Accidents and Injuries
- ▶ Environmental Protection
 - ▶ Goals and Results
 - ▶ Commitment to Preventing Global Warming
 - ▶ Reducing Industrial Waste
 - ▶ Substances Subject to the PRTR Act
 - ▶ Hazardous Air Pollutants
 - ▶ Volatile Organic Compounds
 - ▶ Environmental Impact (NO_x, COD, etc.)
 - ▶ Biodiversity
 - ▶ Environmental Accounting
 - ▶ Input⇒Output Data
 - ▶ Environmental Impact Assessment (Eco-Efficiency)
 - ▶ Handling Environmental Complaints

- ▶ Chemical Management
 - ▶ Goals and Results
 - ▶ Ensuring the Safety of Chemicals and Products
- ▶ Quality
 - ▶ Goals and Results
 - ▶ Quality Improvement Initiatives
- ▶ Logistics
 - ▶ Goals and Results
 - ▶ Transporting Products Safely
- ▶ RC Promotion System
 - ▶ Goals and Results
 - ▶ RC Management System
 - ▶ RC Promotion System
 - ▶ Responsible Care Policy
 - ▶ RC Audits
- ▶ **Communication with Society**
 - ▶ Respect for Human Rights
 - ▶ Basic philosophy on human rights
 - ▶ Working with our Customers
 - ▶ Marketing “Meister” system
 - ▶ Working with our Suppliers
 - ▶ Goals and Results
 - ▶ Purchasing Policy
 - ▶ CSR Procurement
 - ▶ Working with our Shareholders
 - ▶ Goals and Results
 - ▶ Disclosure of Information to Shareholders
 - ▶ Working with our Employees
 - ▶ Goals and Results
 - ▶ Promoting and Utilizing Human Resources
 - ▶ Creating an Employee-Friendly Working Environment
 - ▶ Employee Health
 - ▶ Working with Industry and Academia
 - ▶ Goals and Results
 - ▶ Promoting Joint Research and Projects
 - ▶ Working with Local Communities
 - ▶ Goals and Results
 - ▶ Dialog with Local Communities
 - ▶ Exchange with Local Communities
 - ▶ Public Recognition
 - ▶ Social Contribution Activities
 - ▶ Goals and Results
 - ▶ Nurturing Future Generations
 - ▶ Environmental Preservation
 - ▶ Disaster Relief
 - ▶ Contributing to Society/Exchange with Local Communities

- ▶▶ Support for Employees' Social Contribution Activities

- ▶▶ Support for Intellectual Property Education

- ▶ Disaster Recovery Support

- ▶▶ Report on disaster recovery support following the Great East Japan Earthquake

- ▶▶ Report on support activities following flooding in Thailand

- ▶ **Feedback from Inside and Outside the Company**

- ▶ Comments Regarding CSR Report 2011

- ▶▶ CSR Survey 2011 Results

- ▶▶ Feedback from Inside and Outside the Company

- ▶ **Performance Data**

- ▶ Performance Data

- ▶ **Guideline Cross-Reference Tables**

- ▶ GRI Guidelines Cross-reference List

- ▶ Mitsui Chemicals' Commitment to ISO 26000

- ▶ **Download CSR Reports**

- ▶ 2012

- ▶▶ [Website] PDF files, by section

- ▶ 2011

- ▶▶ [Website] CSR Report (PDF : 2.56MB) 

- ▶▶ [Printed version] CSR Communication 2011 (PDF: 7.59MB) 

- ▶ CSR Report

- ▶▶ CSR Report 2010 (PDF : 5.72MB) 

- ▶▶ CSR Report 2009 (PDF : 5.80MB) 

- ▶▶ CSR Report 2008 (PDF : 2.28MB) 

- ▶▶ CSR Report 2007 (PDF : 6.58MB) 

- ▶▶ CSR Report 2006 (PDF : 2.89MB) 

- ▶▶ CSR Report 2005 (PDF : 2.80MB) 

- ▶▶ Responsible Care Report 2004 (PDF : 2.28MB) 

- ▶▶ Responsible Care Report 2003 (PDF : 2.15MB) 

- ▶▶ Responsible Care Report 2002 (PDF : 750KB) 

- ▶▶ Responsible Care Report 2001 (PDF : 920KB) 

- ▶ **About CSR Report 2012**

- ▶ Editorial Policy

- ▶ Scope of the Report

- ▶ Referenced Guidelines

- ▶ **CSR News**

- ▶ **CSR Report 2012 Survey**

- ▶ **CSR Site Map**