



Respect for Human Rights and the Development of Diversity

Basic Policy

Mitsubishi Chemical (MCC) regards respect for human rights as the basis of its management and the development of diversity as part of its management strategy. MCC has established its Basic Policy on Respect for Human Rights and the Development of Diversity to focus efforts on these issues.

Basic Policy on Respect for Human Rights and the Development of Diversity

Within the MCC Group, all employees shall respect one another's diverse individuality and values, including nationality, race, religious beliefs, age, gender, gender identity, sexual orientation and disability or lack thereof. In this way, we aim to enable every individual to develop their abilities to the fullest and to achieve sustainable growth by creating new value for society.

Respect for Human Rights

In line with the Mitsubishi Chemical Holdings Group Charter of Corporate Behavior, we shall respect the dignity and rights of all people and shall not unfairly discriminate under any circumstances. Furthermore, each employee shall endeavor to correctly understand human rights and related issues and help create workplaces that realize KAITEKI and are free of discrimination and harassment.

Developing Diversity

In line with the Mitsubishi Chemical Holdings Group Charter of Corporate Behavior, we shall build organizations that take strength from diversity, in which each individual is aware of their role, strives to enhance their abilities as needed, and utilizes said abilities to the fullest to contribute to the creation of KAITEKI value. Furthermore, we shall endeavor to balance our work and personal lives and, by deepening dialogue and mutual understanding, create a workplace culture that is rich in drive and energy and that realizes KAITEKI.

To promote respect for human rights and diversity on a company-wide basis, we have established the Human Rights and Diversity Development Committee, chaired by the President and comprising the chief operating officer of each business domain and corporate function domains. The members of this committee regularly monitor performance and discuss new initiatives as they implement PDCA cycles.

Respect for Human Rights

The Mitsubishi Chemical Holdings Group has established the Mitsubishi Chemical Holdings Group Global Policy on Respecting Human Rights, Employment and Labor. In light of the Universal Declaration of Human Rights and United Nations Global Compact, MCC has adopted this policy as its action guidelines.

In addition to implementing the necessary employee education to ensure respect for individual dignity and rights, MCC forbids child labor and forced labor and strives to maintain proper working conditions. Through these efforts, MCC seeks to fulfill its corporate social responsibility to ensure that the rights of all its stakeholders are respected. We have also begun to create a human rights due diligence system based on the United Nations Guiding Principles on Business and Human Rights. Currently, we are preparing to publish an MCC Group human rights policy.

Within the company, we maintain systems for dealing with human rights issues appropriately. Specifically, we are implementing a variety of educational and other initiatives, including rank-specific training and e-learning, aimed at deepening awareness and knowledge of human rights. In addition, we are promulgating a clear message of zero tolerance for harassment while working to improve awareness and mindsets. At each plant, we have appointed harassment counselors, to whom employees can go to seek help or guidance related to harassment or human rights issues.

In fiscal 2019, as part of initiatives to deepen understanding of gender diversity in particular, we implemented e-learning for all MCC employees. We also began applying benefit and support systems to employees with same-sex partners on an equal basis to those with legally recognized spouses.

■ Fiscal 2019 Human-Rights Related Training

	In-house training		Human rights slogans ¹
	Sessions	Participants	Slogans submitted
Mitsubishi Chemical	76	3,882	3,408
Group companies	246	6,891	7,493
Total	322	10,773	10,901

¹ To promote employee awareness of human rights, every summer we ask employees and their families to submit human rights-related slogans.



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Enabling Women to Succeed

MCC is working to develop female managers, provide career development support for female employees, implement workstyle reforms and develop its workplace culture through a range of initiatives.

The Mitsubishi Chemical Women's Council, launched in 2018, is a company-wide project sponsored by the president and aimed at promoting the success of women. The Council works to provide career development support to women by holding career workshops for specific job types, providing opportunities for participants to network and consider their careers as well as their own development. In addition, the Council has held dialogues with top management as part of efforts to understand the challenges faced by female employees. Furthermore, we send employees to training programs organized by external organizations and offer training on various specific themes that is open to all. Through such initiatives, we are providing opportunities for employees to expand their perspectives and enhance their skills.

MCC is providing support to enable its female employees to achieve greater success as part of efforts to utilize its people's capabilities in line with its basic policy on promoting diversity. At the same time, we are building a foundation to ensure that women and all employees can succeed in their own ways by providing accurate evaluations and increasing awareness of flexible workstyles.

We have formulated the action plan below based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

MCC's Action Plan

We have established the following action plan to support the development and success of female employees.

1. Plan Duration

April 1, 2017–March 31, 2021 (four years)

2. Numerical Target

Double the percentage of management positions (line manager or equivalent and above) held by women from the 2017 level

3. Initiatives

- (1) Implement systematic career development support for female employees
- (2) Develop female managers
- (3) Enhance educational opportunities for motivated employees
- (4) Implement workstyle reforms and develop workplace culture

Balancing Work and Home Lives

Enabling every employee to utilize their abilities and balance their work and home lives is essential to promoting diversity. MCC supports its employees with numerous systems designed to meet the needs attendant to a range of life stages.

■ Initiatives Related to Child Care

We have created an environment that supports employees with children from a long-term perspective to make it easier to work while raising children. To help avoid difficulties related to taking and returning from child care leave, we have made pre-child care leave (or for women, pre-maternity leave) meetings between employees and their line managers mandatory and, to facilitate an earlier return from child care leave, set up a “concierge service” to assist parents in finding and securing spots in daycare facilities. Furthermore, to alleviate concerns about difficulties securing such a spot, ineligibility for certain support systems after children begin their fourth grade school year, or finding a place to care for children during long school breaks, we have partnered with external daycare facilities to secure a number of places for the company. Through such measures, we have created an environment that helps employees return to work with confidence.

To facilitate fathers’ active participation in child care, we have extended the period during which they can take paternity leave and allowed the use of expired annual paid vacation days for child care. We are also working to foster a corporate culture that encourages the use of child care leave by such means as providing awareness-raising videos that expecting fathers and their supervisors can watch together and distributing handbooks on balancing work and child care.

In fiscal 2019, for Family Day at the head office and nearby sites, we held workplace tours and other events, helping to boost employee motivation and understanding at workplaces of employee’s home circumstances.

We have formulated the action plan below based on the Act for the Promotion of Measures to Support the Nurturing of the Next Generation.

MCC’s Action Plan

To facilitate balanced work and personal lives for employees and enable all employees to exercise their abilities by creating accommodating work environments, we have established the following action plan.

1. Plan Duration

April 1, 2017–March 31, 2021 (four years)

2. Targets and Initiatives

Target 1: Create environments that facilitate the success of employees engaged in child care

- Monitor the usage of systems to support employees in balancing their work and personal lives as well as the results of related initiatives and share findings broadly with employees
- Provide support to help employees continue working and return to work smoothly and promptly after child care leave

Target 2: Develop a workplace culture that is supportive of employees balancing work and home responsibilities

- Foster increased understanding of company systems
- Respect employees’ diverse values and workstyles while creating a workplace culture in which each employee recognizes their role and can exercise their abilities to the fullest
- Reduce working hours
- Encourage the use of paid leave

Target 3: Carry out other initiatives to support the development of the next generation

- Provide opportunities for children to come into contact with workplaces, such as plant tours
- Foster understanding of the meaning of work among young people and provide work experience opportunities



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■ Initiatives Related to Nursing Care

Aiming to eliminate retirement due to the need to provide nursing care for a family member, MCC works to raise awareness of the importance of advance preparation for providing nursing care by offering handbooks about nursing care and holding seminars. At the same time, we are creating environments that allow employees to work with confidence by promoting awareness of available work support, allowances and subsidies and providing individual consultations with experts.

We also support networking among employees facing the need to provide nursing care by providing the Nursing Care Cafe as a place for dialogue.

From fiscal 2020, we are working to make the information employees need readily available and accessible whenever they need it by, for example, publishing a video on measures employees should take when the need to provide nursing care arises and creating an electronic version of the nursing care handbook. We are also reinforcing the internal consultation system, centered on advisors specializing in measures to prevent the need for retirement to provide nursing care, and working to raise the quality of nursing care support services.



Handbook on balancing work and nursing care (24 pages)



The "Tomonin" mark, created by the Ministry of Health, Labour and Welfare, can be used by companies that strive to ensure workplace environments that enable employees to balance work and nursing care. MCC has been certified to use this mark.

■ Main Systems to Support Employees in Balancing Their Work and Personal Lives

- Temporary retirement for child care: Until the April 30 after the child's third birthday
- Reduced work hours for child care: Until the end of the child's third grade school year
- Injury/illness nursing care leave: Up to 10 days per year (can be used in half-day units)
- Temporary retirement for family care: One year per qualifying family member
- Reduced working hours for nursing care: Maximum two-hour reduction in working hours per day (as long as necessary)
- Reduced work days for nursing care: Maximum five-day reduction in working days per month (as long as necessary)
- Nursing care leave: Up to 20 days per year (can be used in half-day units)
- Livelihood support leave (system for accumulating expired annual paid leave): Can be used for recovery from illness or injury, child care, nursing care, etc.
- Declaration of desired place of work: Allows employees to specify their desired place of work to accommodate family circumstances
- Temporary retirement for spouse's overseas service: Allows employees to take leave of up to three years to accompany their spouse on an overseas work assignment
- Menstrual leave: Allows employees to take leave of up to a total of one year for advanced fertility treatment that meets certain standards
- Telework system for employees whose work is suitable for telecommuting
- Day care cost allowance
- Day care information service
- Partnerships with nursing care facilities
- Nursing care subsidies and allowances
- Home care worker allowance
- Establishment of external nursing care consultation points

Hiring People with Disabilities

MCC's basic policy is to ensure that the individuality of every employee, disabled or not, is respected and that all employees can thrive. In accordance with this policy, MCC is advancing initiatives to promote the hiring of people with disabilities and enable them to exercise their abilities. Each business site partners with special-needs schools and institutions to proactively provide work experience opportunities. We also strive to develop working environments that are accommodating to employees with disabilities and seek to retain such employees. As of June 2020, 2.28% of MCC employees were people with disabilities.

In 1993, we established the special subsidiary Kasei Frontier Service, Inc., which mainly provides PC data entry and printing services, to help people with disabilities achieve growth by taking on work responsibilities and thus contribute to society. As of June 2020, said company had 78 employees with disabilities (of 108 total employees).

In April 2020, MCC signed on to The Valuable 500, an international initiative aimed at promoting disability inclusion. The entire Group, including Kasei Frontier Service, will continue to promote the employment of people with disabilities as it strives to meet the expectations and requirements of today's increasingly diverse society.



Sharing the Dignity and Fulfillment of Work while Contributing to Society

Kasei Frontier Service has many employees with disabilities of varying types and degrees, as well as employees without. We are truly a company where diverse human resources are able to work with vigor. Based on our corporate philosophy of "Brighten the world at your corner," we focus on carrying out our work with care and sincerity at all our workplaces. In addition to developing diversity, we strive to create an inclusive corporate culture of mutual assistance, trust and respect.

Going forward, while sharing the value and fulfillment of work with everyone at Kasei Frontier Service, we will meet the needs of the MCC Group and a wide range of customers as we strive to contribute to the good of people and society.



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