CSR Report of Hiratsuka Factory

Business activities: Design, basic research, development and evaluation of aircraft parts, sporting equipment, adhesives and sealants, conveyor belts, marine hoses, fenders and other industrial products

Total site area: 285,794 m² (including Hamatite Plant)

Number of employees: 1,687 (as of December 2012)

Location: 2-1, Oiwake, Hiratsuka City, Kanagawa 254-8601, JAPAN

Contact for consultation and complaints:

Administration Group, Hiratsuka Factory (Environmental Management Office)
Tel: +81-463-35-9501 Fax: +81-463-35-9746

Message from the General Manager

Kinya Kawakami

The Hiratsuka Factory has established an environmental policy aiming to be "a company having world-class strengths in technologies for protecting the environment," one of the basic policies of "GD100," the Mid-Term Management Plan of Yokohama Rubber, according to the standard of "Deal fairly with society and value harmony with the environment".

Under such policies, we will continue to cope with minimizing environmental loads, and at the same time, we aim at "creating a business site having disaster prevention and safety and environmental purification functions, which are essential to the region" through various activities and communications with the administration and people in the local communities.

In 2012, under the three pillars of "improvement of disaster prevention and safety levels," "regional contributions" and "regional communications," we carried out disaster prevention drills for local corporations and local residents, furnishing seedlings to social welfare corporations, Shinwa Gakuen and holding the 8th Regional Communication Meeting.

In the "YOKOHAMA Forever Forest" project which has continued for the purpose of protection of the natural environment and cohabitation with people in the region, the factory conducted its 5th Planting Event on the premises and also furnished seedlings to the planting festival of Shonan International Village, "Meguri-no-Mori" and Toshima City Planting Festival. We have conducted research on the biodiversity impact of about 30,000 trees planted around the factory, mainly comprising birds and we will focus on promotion of biodiversity protection of the Kaname River water system, which is used for our production activities. We will start a volunteer preliminary registration system to promote regional contribution activities to make efforts toward environmental formation, in which many employees can easily participate in volunteer activities in the region. While we will continue such activities, we want to contribute to regional development and cohabitation, by keeping in mind that we are a manufacturing factory located in the center of Hiratsuka City.

Safe and Healthy Workplace Environment

Occupational Safety and Health

The Hiratsuka Factory acquired OSHMS (Occupational Safety and Health Management System) certification in July 2010 and we have continued to mainly deploy risk assessment and KY (danger anticipation) activities, etc. In FY2012, there were three occurrences of disasters that led to suspension of operations. We will continue to promote risk assessment and KY activities and from FY 2013, we will also promote measures for improvement of safer work by deploying "open work observation" to detect potential risks by observing work by many people.

We comply with statutory requirements for safety and health, actively promote acquisition of qualifications and educational activities to develop human assets and prevent disasters. For mental health, we invite counselors from outside two days a month and through counseling, we care for the mental health of employees.

Education and Training for Employees

Major Training and Education in the Factory

March 2012	Traffic KYT training(1st time)
April 2011	Quasi-special education for organic solvents (1st time)
May 2012	Spring traffic safety seminar
	Safety vision driving training
June 2012	Quasi-special education for organic solvents (2nd time)
July 2012	General KYT training
August 2012	Electricity use safety month education
September 2012	Bicycle safety driving skill education
	Risk assessment education
October 2012	Elevator rescue drill
	Traffic KYT training (2nd time)
	Mental health care education
November 2012	Autumn traffic safety seminar

Safety and Health Management Policy in FY2013 at Hiratsuka Plant

Slogan

Our workplace - safety first
Protect colleagues
Protect family

(Annual motto of the Japan Industrial Safety & Health Association)

Basic Vision for Safety and Health

We strive to prevent workplace incidents, while at the same time creating a pleasant workplace and promoting employee health, through the leadership of administrators and supervisors and the cooperation of all employees in the Yokohama Rubber Group, predicated on the principle that safety and health represents the underlying basis of all corporate operations.

Objectives

Overall objectives

1. Thoroughly eliminating LTI (Lost Time Incidents) as well as minor workplace incidents (not involving lost time). Stop, Call and Wait. Full horizontal deployment
2. Eliminating traffic accidents and personal injury, traffic accidents target : 20% reduction from the previous year
3. Acquirement of operation of OSHMS (Occupational Safety and Health Management System) certification

Safety and Health Policy

1. We strive to boost safety activities by ensuring that all employees in the Yokohama Rubber Group place safety as the top priority, with the participation and actions and cooperation of employees of all ranks and positions.
   1) All workers shall observe the rules and regulations of the workplace and implement safe work practices
   2) Administrators and supervisors shall take responsibility for ensuring the safety of employees, and shall not allow unsafe conditions and practices to pass unnoticed; shall act as models of safe behaviors and practices; and shall have a thorough appreciation of conditions in the workplace, including materials and equipment status.
2. We strive to ensure compliance with all health and safety legislation and government directives.
3. We strive to identify and eliminate latent hazards associated with work procedures and equipment using the PDCA cycle in the OSHMS (Occupational Safety and Health Management System), in order to continue to reduce risks.
4. Ensuring 2S with an understanding that "Arrangement and organization is a basis for safety & health".
5. We provide all Yokohama Rubber Group employees with training sessions and exercises in the importance of health and safety.
6. We strive to create a safety and comfortable workplace environment and promote the health of our employees.
7. As a member of the automobile industry, we are dedicated to the cause of reducing traffic accidents.

Action Principle

We must be alert to minor differences or changes in the immediate environment and see that these are rectified promptly.

Jan. 1, 2013

Kinya Kawakami

General Manager, Hiratsuka Factory

Safe and Healthy Workplace Environment

Efforts toward disaster prevention

For disaster prevention, we conduct disaster prevention drills twice a year in preparation for disasters, anticipating large-scale earthquakes, tsunami and fires, etc.
In FY2013, the Hiratsuka Factory is promoting preparation of disaster stock foods and drinking water for all employees to survive for three days.

Quasi-special education for organic solvents

Traffic safety seminar

KYT training

Advancement of Environmentally Friendly Management

Environmental Management

The Hiratsuka Factory continues to operate environmental management based on ISO14001 environmental management system certification, which was acquired in July 1999 under the environmental policy certification.
From 2012, it converted to the environmental management system integrating the entire company and as one site of Yokohama Rubber. We will deploy activities based on the company-wide environmental policy.
As the Hiratsuka Factory holds a wide range of business division organizations, from MB related plants and the technical research and development department of the entire company, it divides them into 11 environmental blocks to advance daily environmental improvement activities under the Hiratsuka Factory Environmental Policy in compliance with the company-wide environmental policy.

Environmental Policy

Yokohama Rubber asserts world-class strengths in technologies for protecting the environment

(1) In order to realize sustainable environmental management, all business units and associated companies making up the Hiratsuka Factory family establish their own procedures according to their environmental management plans, and maintain and improve them.

(2) We enrich people's lives and contribute to their greater happiness and well-being by devoting our wholehearted energies and advanced technology to the creation of beneficial products. As part of our social responsibility, we are continually making improvements so as to contribute to the environment and prevent environmental risk.

(3) We observe relevant laws and regulations, and agreements on environmental preservation and make efforts toward environmental protection.

(4) To protect limited global resources, we act to prevent the wasting of such resources as a part of waste-reduction (MD) activities and promote the 3Rs*.

* Reduce, reuse, recycle

(5) In order to embody this policy, being aware that the original activities of the factory indeed had environmental consequences, we have defined an environmental purpose, set environmental targets, formulated an environmental plan, and are implementing and monitoring each.

(6) We educate and enlighten all employees at the factory so that they thoroughly understand the policy and act accordingly.

(7) We contribute to creating an attractive, prosperous society in harmony and fusion with the pleasant natural surroundings of Shonan Hiratsuka, living and working together with the local community and make efforts toward protection of biodiversity.

(8) This commitment will be published.

January 1, 2013

Kinya Kawakami

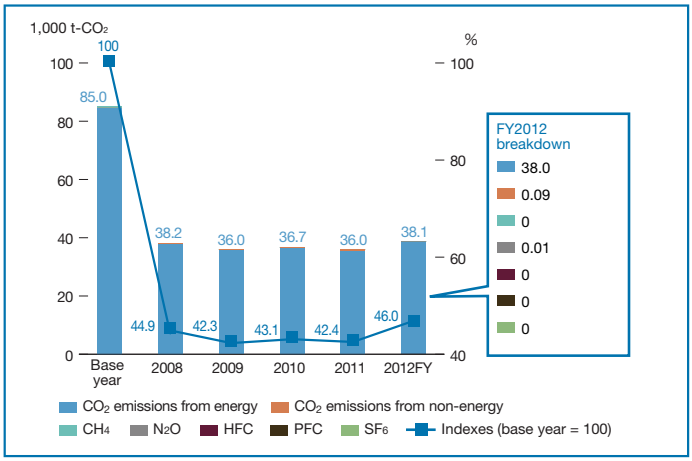
General Manager, Yokohama Rubber Co., Ltd. Hiratsuka Factory

Advancement of Environmentally Friendly Management

■Reduction of greenhouse gas emissions

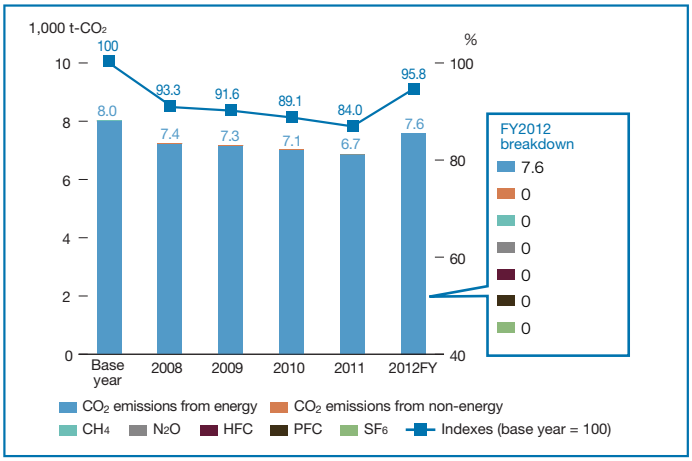
・Greenhouse gas emissions

Hiratsuka factory



* Base year is defined as 1990 except for HFC, PFC and SF₆, where the base year is 1995 as per the Kyoto Protocol.
* Greenhouse gases (GHG) calculated in accordance with the Calculation and Reporting Manual for Greenhouse Gas Emissions (Ministry of the Environment, Ministry of the Economy, Trade and Industry).
Note that GHG emissions associated with purchased power in FY2009 were calculated using the table of Emission Coefficients by Power Company (Ministry of the Environment).
* In FY2011, as the closing of accounts period was April to December, it is counted from January to December, by duplicating the data for January–March.

Hamatite Plant



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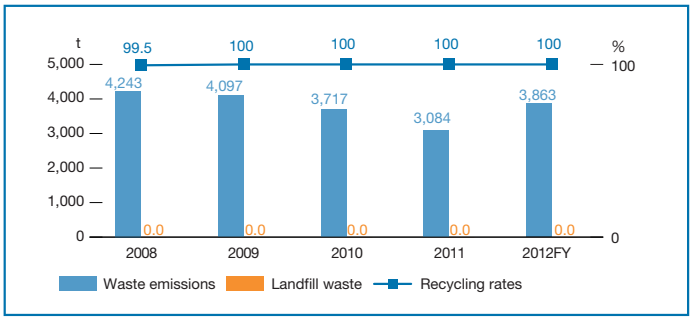
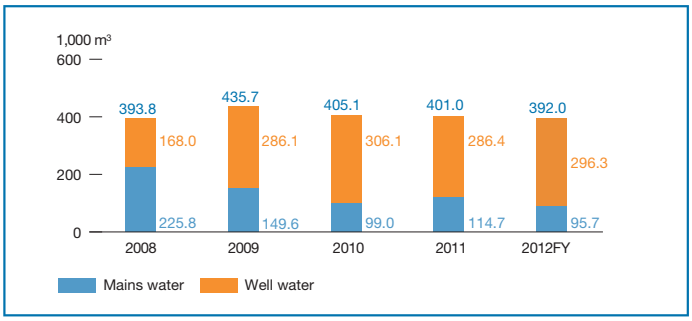
■Effective use of resources/ Reduction of waste

・Waste output



・Use of water



■Measures for discharge into water, air and soil

・Data related to water contamination

Drain	Substance	Regulation	Self-imposed control value	FY2012 result		
				Average	Maximum	Minimum
Hiratsuka factory	PH	5.0～9.0	6.0～8.4	7.4	8.1	6.4
	BOD density (mg/l)	600	255	48.6	180.0	16.0
	SS density (mg/l)	600	255	35.5	100.0	10.0
	Oil density (mg/l)	30	25.5	2.9	7.0	1.0
Hamatite Plant	PH	5.7～8.7	6.0～8.4	7.8	8.2	7.2
	BOD density (mg/l)	300	255	39.3	94.0	6.0
	SS density (mg/l)	300	255	42.4	100.0	12.0
	Oil density (mg/l)	30	25.5	1.0	1.0	1.0

* In accordance with the Hiratsuka Municipal sewerage regulations.

・Air pollutants (NOx, SOx)

Category	NOx emissions (t/year)	SOx emissions (t/year)
Hiratsuka factory	8,995	-

Facility	Substance	Regulation	Self-imposed control value	FY2011 result		
				Average	Maximum	Minimum
Hiratsuka factory Boilers 1-4	NOx(ppm)	80	76	56.7	75.8	24.0
	Soot and dusts(g/h)	371	74	1.6	2.6	0.3
Hiratsuka Factory Boilers 5-6	NOx(ppm)	45	42.8	37.0	40.0	31.0
	Soot and dusts(g/h)	463	92	2.6	4.1	0.4
Hiratsuka Factory Cogeneration	NOx(ppm)	20	19	13.5	15.0	13.0
	Soot and dusts(g/h)	2,176	435	57.9	100.0	6.3
Hamatite Plant Boiler 1	NOx(ppm)	60	57	26.5	28	25
	Soot and dusts(g/h)	272	54	1.5	1.7	1.3
Hamatite Plant Boiler 2	NOx(ppm)	60	57	20.5	24	17
	Soot and dusts(g/h)	180	36	1.5	1.5	1.5

* In accordance with the Air Pollution Prevention Law and Kanagawa Prefectural regulations

Report of the Status of Management of Chemical Substances (Response to PRTR Law)

Hiratsuka Factory

(Unit:tons/year)

Designated No.	Specified chemical substance	Amount to treat *1	Emission *2	Transfer *3	Safety Evaluation: Ⅱ-5*4 Toxicity Rank (effect on people)	Annual Converted Emissions (effect on people)	Toxicity Rank (effect on ecosystem)	Annual Converted Emissions (effect on ecosystem)
12	acetaldehyde	0.001	0.000	0.001	B	0.0	C	0.0
13	acetonitrile	0.086	0.004	0.039	C	0.0	———	0.0
18	aniline	0.003	0.000	0.003	A	0.0	A	0.0
20	2-aminoethanol	0.025	0.000	0.000	B	0.0	C	0.0
30	n-alkylbenzenesulfonic acid and its salts (alkyl C=10-14)	0.566	0.000	0.004	B	0.0	B	0.0
31	antimony and its compounds	12.786	0.000	0.172	A	0.0	———	0.0
53	ethylbenzene	0.611	0.009	0.001	C	0.1	C	0.1
57	ethylene glycol monoethyl ether	0.024	0.000	0.006	B	0.0	———	0.0
58	ethylene glycol monomethyl ether	20.600	5.845	11.611	A	5845.0	———	0.0
66	1,2-epoxybutane	0.015	0.000	0.003	C	0.0	———	0.0
80	Xylene	2.819	0.024	0.013	C	0.2	C	0.2
82	Silver and its aqueous compounds	0.003	0.000	0.003	A	0.0	———	0.0
86	cresol	0.002	0.000	0.001	A	0.0	C	0.0
127	chloroform	0.097	0.005	0.092	B	0.5	C	0.1
132	cobalt and its compounds	0.788	0.000	0.009	A	0.0	———	0.0
133	2-ethoxyethyl acetate	0.002	0.000	0.000	B	0.0	———	0.0
150	1,4-dioxane	0.001	0.000	0.001	B	0.0	———	0.0
155	N-(cyclohexylthio)phthalimide	13.189	0.000	0.019	D	0.0	B	0.0
169	3-(3,4-dichlorophenyl)-1,1-dimethylurea; diuron; DCMU	2.052	0.000	0.084	B	0.0	A	0.0
189	N,N-dicyclohexyl-2-benzothiazolesulfenamide	0.613	0.000	0.009	D	0.0	B	0.0
203	diphenylamine	0.001	0.000	0.001	B	0.0	B	0.0
205	1,3-diphenylguanidine	4.897	0.000	0.028	A	0.0	C	0.0
*230	N-(1,3-dimethylbutyl)-N'-phenyl-p-phenylenediamine	93.146	0.000	0.292	D	0.0	B	0.0
240	styrene	0.802	0.000	0.529	B	0.0	C	0.0
258	1,3,5,7-tetraazatricyclo[3.3.1.13.7]decane; hexamethylenetetramine	0.017	0.000	0.000	———	0.0	———	0.0
259	tetraethylthiuram disulfide; disulfiram	0.001	0.000	0.001	A	0.0	B	0.0
262	tetrachloroethylene	0.002	0.000	0.000	B	0.0	B	0.0
268	tetramethylthiuram disulfide; thiram	0.008	0.000	0.003	A	0.0	A	0.0
279	1,1,1-trichloroethane	0.213	0.000	0.000	A	0.0	B	0.0
281	trichloroethylene	0.664	0.000	0.000	B	0.0	C	0.0
296	1,2,4-trimethylbenzene	0.009	0.003	0.000	C	0.0	C	0.0
297	1,3,5-trimethylbenzene	0.001	0.001	0.000	C	0.0	C	0.3
300	toluene	9.321	0.170	0.524	B	17.0	C	1.7
304	lead	0.001	0.000	0.001	A	0.0	———	0.0
318	carbon disulfide	0.011	0.001	0.010	B	0.1	C	0.0
330	bis(1-methyl-1-phenylethyl) peroxide	0.002	0.000	0.002	D	0.0	B	0.0
336	hydroquinone	0.009	0.000	0.000	A	0.0	B	0.0
349	phenol	0.071	0.000	0.004	A	0.0	C	0.0
352	diallyl phthalate	0.005	0.000	0.005	A	0.0	B	0.0
355	bis(2-ethylhexyl) phthalate	0.005	0.000	0.005	A	0.0	B	0.0
372	N-(tert-butyl)-2-benzothiazolesulfenamide	81.012	0.000	0.109	B	0.0	A	0.0
374	hydrogen fluoride and its water-soluble salts	0.001	0.000	0.000	D	0.0	———	0.0
384	1-bromopropane	2.930	0.000	0.551	B	0.0	———	0.0
391	hexamethylene diisocyanate	0.060	0.000	0.001	A	0.0	———	0.0
392	normal hexane	0.373	0.038	0.335	C	0.4	———	0.0
400	benzene	0.108	0.108	0.000	A	108.0	C	1.1
405	boron compounds	0.058	0.000	0.001	D	0.0	———	0.0
408	poly(oxyethylene)-octylphenyl ether	0.002	0.000	0.000	B	0.0	C	0.0
410	poly(oxyethylene)-nonylphenyl ether	0.005	0.000	0.001	C	0.0	B	0.0
412	manganese and its compounds	0.002	0.000	0.000	A	0.0	———	0.0
415	methacrylic acid	0.002	0.000	0.000	C	0.0	———	0.0
440	1-methyl-1-phenylethyl-hydroperoxide	0.001	0.001	0.000	A	1.1	C	0.0
446	4,4'-methylenedianiline	0.079	0.000	0.002	A	0.0	B	0.0
447	methylenebis(4,1-cyclohexylene) diisocyanate	0.223	0.000	0.000	A	0.0	C	0.0
452	2-mercaptobenzothiazole	0.005	0.000	0.005	B	0.0	B	0.0
*460	tritolyl phosphate	0.010	0.000	0.010	B	0.0	B	0.0
	Total	248.338	6.210	14.491		5972.5		3.2

1: *marks are the substances of which notification of the use is required because the law was amended.
2: Substances of which notification of the use is not required because the law was amended: 1) Bis (2-ethylhexyl) adipate, 2) Bisphenol A type epoxy resin, 3) N-cyclohexyl-2-benzothiazolesulfenamide
3: Substances of which notification of the use is not required because the amount becomes less than 1 ton.
4: For the standards of the safety and health impact evaluation, please refer to the "Table of Safety Evaluation of Domestic Production Bases. (http://www.yrc.co.jp/csr/data/pdf/16kokunaikyoten.pdf)

Hamatite (Adhesive and Sealants) Plant

(Unit:tons/year)

Designated No.	Specified chemical substance	Amount to treat *1	Emission *2	Transfer *3	Safety Evaluation: Ⅵ-5 Toxicity Rank (effect on people)	Annual Converted Emissions (effect on people)	Toxicity Rank (effect on ecosystem)	Annual Converted Emissions (effect on ecosystem)
30	n-alkylbenzenesulfonic acid and its salts (alkyl C=10-14)	0.506	0.000	0.200	B	0.0	B	0.0
37	4,4'-isopropylidenediphenol; bisphenol A	0.559	0.000	0.001	B	0.0	C	0.0
51	2-ethylhexanoic acid	19.501	0.000	0.098	A	0.0	———	0.0
53	ethylbenzene	0.381	0.001	0.003	C	0.0	C	0.0
80	xylene	9.657	0.019	0.077	C	0.2	C	0.2
125	chlorobenzene	16.494	0.000	0.007	B	0.0	B	0.0
133	2-ethoxyethyl acetate	0.260	0.000	0.002	B	0.0	———	0.0
160	3,3'-dichloro-4,4'-diaminodiphenylmethane	58.000	0.000	0.000	A	0.0	B	0.0
239	organic tin compounds	1.220	0.000	0.039	A	0.0	———	0.0
258	1,3,5,7-tetraazatricyclo[3.3.1.13.7]decane; hexamethylenetetramine	0.734	0.000	0.000	———	0.0	———	0.0
259	tetraethylthiuram disulfide; disulfiram	0.160	0.000	0.010	A	0.0	B	0.0
296	1,2,4-trimethylbenzene	0.853	0.009	0.000	C	0.1	C	0.1
297	1,3,5-trimethylbenzene	0.545	0.001	0.000	C	0.0	C	0.0
298	tolylene diisocyanate	212.940	0.000	0.000	A	0.0	———	0.0
300	toluene	20.382	0.264	2.022	B	26.4	C	2.6
302	naphthalene	5.020	0.050	0.000	B	5.0	B	5.0
305	lead compounds	3.102	0.000	0.000	A	0.0	———	0.0
349	phenol	18.872	0.000	0.151	A	0.0	C	0.0
355	bis(2-ethylhexyl) phthalate	2.681	0.000	0.022	A	0.0	B	0.0
356	n-butyl benzyl phthalate	0.168	0.000	0.000	A	0.0	B	0.0
391	hexamethylene diisocyanate	5.400	0.000	0.000	A	0.0	———	0.0
392	normal hexane	0.938	0.009	0.000	C	0.1	———	0.0
399	benzaldehyde	0.144	0.000	0.000	A	0.0	C	0.0
401	1,2,4-benzenetricarboxylic 1,2-anhydride	2.600	0.000	0.000	A	0.0	———	0.0
412	manganese and its compounds	0.242	0.000	0.002	A	0.0	———	0.0
448	methylenebis(4,1-phenylene) diisocyanate	393.584	0.000	0.000	A	0.0	———	0.0
	Total	774.943	0.353	2.635		31.8		8.0

Advancement of Environmentally Friendly Management

Responses to complaints

Hiratsuka Factory strives for prevention of environmental problems by obtaining timely information by asking neighbors to monitor odor and noise.
We also measure noise at the border of the premises at midnight every month to constrain noise from the Factory so as not to cause trouble to neighbors and companies in the surrounding areas.

Major opinions and complaints we had received and our responses

In 2012, at the Hamatite Plant, a neighboring company pointed out an odor due to poor handling of chemical substances used in a production process.
We promptly investigated the cause and corrected the process and also gave an explanation to residents in the region.
We have been making efforts toward strict education and instruction on handling and management of chemical substances.

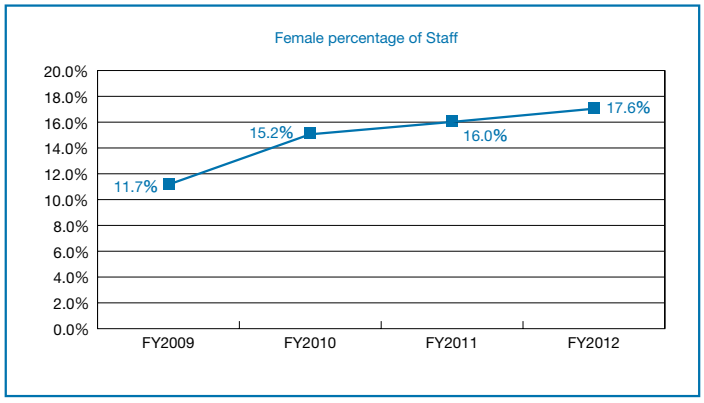
Safety and Quality of our Products and Services

Each business division responds to the safety and quality of products and goods.

Human Rights and Labor Practices

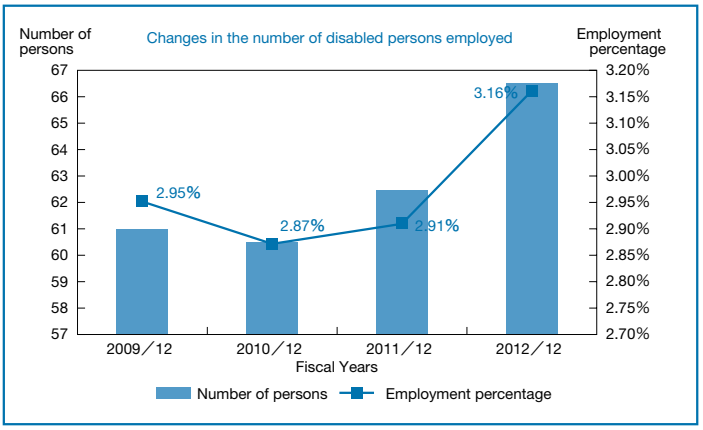
Promotion of gender equality / Employment of people with disabilities

We make efforts to provide equal employment opportunities for men and women and assign responsible positions according to ability of the person without gender discrimination. As a result, the percentage of females at the Factory has been on the rise year by year as follows:
2009: 11.7%, 2010: 15.2%, 2011: 16.0%, 2012: 17.6%



For employment of disabled persons, we employed 66.5 persons at the end of December 2012 (including double counting of disabled persons according to the severity of disabilities) and the employment percentage of disabled persons is 3.16% (2.91% at the end of December 2011) at the Factory. We will actively provide disabled persons with employment opportunities.

Yokohama Peer Support Corporation, a special subsidiary for employment of disabled persons, has its business office in the Hiratsuka Factory and started operations in April 2012. In the company, 20 disabled persons, mainly comprised of mentally disabled persons, are engaged in cleaning, collection and distribution of internal mail and the greening business including planting as of December 2012.



Respect for Human Rights

We provide human rights education for new employees to encourage an equal attitude regardless of position, status, gender or nationality.

Credibility with our Business Partners

Impartial and fair selection of business partners

Business partners are selected based on the philosophy of “open transactions, fair, impartial and free competition.” We actively engage new business partners under laws. We obtain estimates from several companies and actively use a method of determining a contractor by electronic auction, etc.

Establishment of “Purchase Code of Conduct” and thorough implementation

We prepared new “Purchase Ethics (Rules for the purchase staff),” which indicates the matters to be noted by the purchase staff in conducting fair and impartial transactions under the “Basic Purchase Policy” and the ethical problems which must not be committed and they were established in 2011 as the “Purchase Code of Conduct” in 2011.
In 2012, we checked the degree of understanding of each purchase staff by conducting a “purchase ethics self-check” and provided re-education.

Credibility with our Business Partners

Deployment of CSR activities for business partners

In order to deepen understanding of CSR inside and outside of the Company, we have provided CSR explanation meetings, CSR Business Partner guidelines and self-diagnosis explanation for staff in charge at the Company, and for the staff in charge of purchases at overseas plants, we have provided education about the importance of CSR activities.
In 2012, we held a "CSR Study Seminar" at all offices and learned about compliance with the law and biodiversity with business partners to improve CSR awareness. At the Hiratsuka Plant, 41 persons participated from 37 companies.

In 2013, we have considered continuous activities with business partners, including conducting "business partner self-checks" and "business partner study seminars" and introduction of CSR activities for business partner commendation system, etc.

Business Partners CSR Study Seminar

Stakeholder Communication

"YOKOHAMA Forever Forest" Project

The "YOKOHAMA Forever Forest" project aims to plant 500,000 trees at production sites in Japan and overseas by 2017, the 100th anniversary of Yokohama Rubber. It started in 2007 and the Hiratsuka Factory continued the project in 2012, in which 500 trees were planted by 68 employees and 29,903 trees have been planted in total as of FY2012.

<Our activities in FY2012>

May 2012: Furnished 270 seedlings to the planting festival at Shonan International Village, Meguri-no-Mori and we participated in the planting (3 trees).

May 2012: Planting of 51 trees on Global Biodiversity Day (Green Wave)

June 2012: Furnished seedlings for the planting festival in Toshima-ku, Tokyo and we participated in the planting festival (73 trees).

August 2012: We donated 2,054 seedlings to the Social Welfare Corporation, Shinwa Gakuen.

November 2012: The 6th Planting of 500 trees by 68 new employees.

November 2012: We held an event in which we think and promote awareness about the environment with regional residents, called "Think Eco Hiratsuka." (944 persons participated and 140 seedlings were furnished).

November 2012: Furnished 700 seedlings for the planting festival at Shonan International Village, Meguri-no-Mori and we participated in planting.

Planting Festival at Shonan International Village Meguri-no-mori

Donated seedlings to Social Welfare Corporation, Shinwa Gakuen

68 new employees planted 500 trees at the 6th planting event.

Relationship with local communities

September 2012: Executed CSR Partner Agreement with Shonan Bellmare of J-League.

October 2012: We exhibited in "Shonan Hiratsuka Techno Fair" sponsored by the Chamber of Commerce and Industry.

October 2012: Acorn collection and mini-study of trees meeting by 1st graders of elementary schools (total 100 pupils) in the Plant

November 2012: 12 persons participated and supported the drill from the Hiratsuka Factory in the "Large Scale Quake Disaster Drill of Hiratsuka School for the Blind."

November 2012: We held a "Think Eco Hiratsuka 2012," and donated the profits from refreshment booths and individual donations to Hiratsuka City as relief money for the Great East Japan Earthquake Disasters (JPY168,763.)

February 2013: We held a regional communication meeting, inviting town associations in region and administration (city administration) (33 persons participated). After the activity report mainly on the profile of the company, disaster prevention and environment, visiting the Factory and seedling site of Forever Forest, a communication meeting was held.

February 2013: We concluded the Disaster Prevention Agreement with Hiratsuka Kyosai Hospital.

An event "Think Eco Hiratsuka" in which we think of the environment with regional residents.

"Large Scale Earthquake Drill of Hiratsuka School for the Blind"

"Large Scale Earthquake Drill of Hiratsuka School for the Blind"

Factory tour and workshop

August 2012: We held a Plant tour for parents and teachers of the local school for the blind.

February , 2013: We provided educational training for junior high school students from neighboring areas and had students carry out operations related to the environment.

We received a suggestion for correction of management of working hours and indicated the instruction matters by the Hiratsuka Labor Standards Supervising Office in August, 2012. We provided education for the department heads and section managers (162 persons) in September based on the indicated content and gave thorough instructions on prevention of recurrence.

In April 2012, it was revealed that there was an "omission of registration of manufacturing and sales" under the Poisonous and Deleterious Substances Control Law." We reported to the supervising authority and had consultations to make corrections as well as provide employees with education and instruction for prevention of recurrence.