

# Zeon Corporation – R&D Center

## R&D Center Profile

### Main Functions

Established in 1959, the R&D Center is responsible for research and development at Zeon Corporation. The main lab is located in Kawasaki, with other R&D labs located in the Takaoka, Mizushima, and Tokuyama plants. Locating our R&D labs adjacent to production plants enables comprehensive responsiveness across research and production processes.



Aerial view of the R&D Center

## Center Policy by the Division Manager

Zeon researchers maintain awareness of CSR following the Zeon CSR Policy while conducting research. Zeon strictly observes related laws and regulations across all research activities and strives to create a highly engaging and safe research environment free of accidents.

As our FY 2017 environmental and safety policy to achieve this, all employees will work to raise awareness toward safety through mutual encouragement, detecting hazards, and voluntarily setting personal health goals.



Research & Development Division  
Manager - Research & Development  
Center  
Sachio Hayashi

## Safety Initiatives

### Policy

Based on the assumption that “safety does not exist, but danger is always present,” we are committed to creating safe worksite conditions and achieving zero accidents and disasters.

### Specific Initiatives

- Build awareness for the safety and health management of all R&D Center employees
- Create feasible rules
- Establish an internal screening committee system for new experiments
- Install safety equipment to prevent accidents from falls
- Education using accident case studies

## Environmental Impact Reductions

### Policy

We are committed to reducing our environmental impact, maintaining zero emissions of industrial waste, and reducing our CO<sub>2</sub> emissions.

### Specific Initiatives

- Removal of atmospheric pollutants using effluent gas cleaning equipment
- Proper disposal of liquids containing chemical substances
- Maintenance of zero direct landfill waste by strictly sorting waste materials

## Relationship with Employees

### Policy

We offer focused support to motivated employees.

### Specific Initiatives

- Sending employees to outside language classes and specialized technical trainings
- Leadership education and development
- Company grade-based education
- General professional skills education
- Occupation-based specialized education
- One-on-one mentoring for new employees

## Coexistence with the Local Community

### Specific Initiatives

#### 1. Contributing to the community through volunteering

- We participate in voluntary cleanups of the Tonomachi Yako area around the R&D Center in Kawasaki (twice/year).

#### 2. Interactions with the local community

- We issue business reports and offer plant tours in cooperation with Kawasaki Plant.

#### 3. R&D Center tours and internships

We offer R&D Center tours and internships so that students and beginning researchers can deepen their understanding of chemical companies.

- Tours (half day): Learning about Zeon
- Short-term internships (approx. 1 week): Learning about Zeon and our work
- Long-term internships (2–3 months): Experiencing Zeon's R&D activities and their purpose