

# Zeon Corporation – Tsuruga Plant

## Tsuruga Plant Profile

### Business Description

Manufacture of optical films

Established in 2022, Zeon Corporation Tsuruga Plant manufactures optical films.

### No. of Employees

As of April 1, 2022: 97 (80 men, 17 women)

Hiring in FY2022: 11 (11 men, 0 woman)



Tsuruga Plant

Product image



Large-screen TV made with optical film

## Plant Policy by the Plant Manager

Our Vision for 2030 is that to be a state-of-the-art model factory, and a flagship for Zeon Corporation, with a “unique, differentiated, and competitive edge;” a place where employees can take pride in their work. In this process, human resource development, human resource evaluation, and manufacturing will all evolve and become unique from Zeon that we have known to date, and we aim to have the Zeon name establish itself in Tsuruga as a company which lives up to societal expectations.

### Policy

Let's make a new start as Zeon, laying the foundations for the Zeon name to establish itself in Tsuruga as a company realizing sustainable *monozukuri*, and which lives up to the expectations of society.



Tsuruga Plant Manager  
Yosuke Kawasaki

### Priority Issues

1. Achieve to goals of zero incidents, zero accidents, and stable production
2. Promote sustainable *monozukuri* and improved profitability of the Tsuruga Plant
3. Promote the creation of a worthwhile and fulfilling workplace where employees can demonstrate their individual strengths

## Safety Initiatives

### Policy

Place safety squarely in the center of all our activities, focus on safe and stable operations in production, and promote visualization and operational reforms in management to maintain and improve safe and comfortable work environments and establish a factory with excellent quality and costs.

### Specific Initiatives

1. Increase predictive sensitivity to the hazards and harms of machinery and facilities and make improvements to achieve intrinsic safety

2. Undertake basic safety activities and voluntary workplace activities with the participation of all employees to promote cultural reform that puts safety first, and prevent occupational accidents for all workers
3. Provide appropriate education to all relevant persons and comply with laws and regulations and factory regulations relating to health and safety

## Environmental Impact Reductions

### Policy

Aim to become a company which is trusted by the local community by creating a workplace where personnel can do their jobs with a sense of security and striving to eliminate environmental accidents and abnormalities. Meanwhile, secure living environments where people can lead healthy lives with a sense of security; recognize our responsibility to future generations; contribute to society through production activities in harmony with nature; and reduce our environmental impact and risks.

### Specific Initiatives

1. Pursue zero occurrence of environmental accidents and abnormalities
2. Continuously make environmental improvements for sustainable emissions reductions
3. Promote resource recycling and contribute to the achievement of a circular economy
4. Promote energy-saving and work to prevent pollution
5. Promote environmentally-conscious production technologies and continuously carry out growth strategies
6. Comply with environment-related laws and regulations as well as rules established by the company

### Environmental Data

\* "0" indicates less than 0.5 tons, and "0.0" indicates less than 0.05 tons

Tsuruga Plant		FY2017	FY2018	FY2019	FY2020	FY2021
Substances subject to the PRTR Act	No. of substances	1	1	1	1	1
	Consumption (tons)	2.1	0.5	0.9	1.7	2.4
	Emissions (tons)	0.7	0.3	0.8	1.6	1.6
Industrial waste	Amount generated before compacting (tons)	75	86	83	419	515
	Amount sent to landfills (tons)	0.0	0.0	0.0	0.0	0.0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		4.5	6.0	4.8	11.9	11.8
CO <sub>2</sub> emissions (tons)		6,577	5,626	6,307	13,465	12,212
Energy consumption (crude oil equivalent, kL)		2,729	2,661	2,704	6,502	6,334
Electricity consumption (1,000 kWh)		7,765	7,642	7,689	22,942	22,140

## Relationship with Employees

### Policy

We aim to develop human resources that prioritize communication and create workplace conditions that allow all employees to demonstrate performance, while valuing a culture of teamwork to achieve continuous reforms and improvements.

### Specific Initiatives

1. Basic education for employees in their first to third years of employment
2. In production sections, improve professional skills using competency assessments
3. Create conditions that facilitate exchanging opinions at presentations of successful improvement activities

- 4. Create working conditions that incorporate feedback from women employees and facilitate women demonstrating their potential
- 5. Improve production processes to create employment for people with disabilities

## Relationship with the Local Community

Creative company development to achieve harmony with civic society.

### Specific Initiatives

#### 1. Community beautification activities

We participated in community beautification activities for the first time in two years, after they had been put on hold due to the COVID-19 pandemic.

- Kehi-no-matsubara Cleanup Fukui Campaign



Participation in the Kehi-no-matsubara coastal cleanup

#### 2. Exchanges with high schools in Toyama Prefecture

We cooperate with high school field trips and work experience opportunities, such as plant tours and internships.

- Internship for students of Tsuruga Kehi High School



Internship for students of Tsuruga Kehi High School (foreign materials inspection, interactive safety training and hands-on learning)

We hosted a plant tour for a Tsuruga industries friendship association (third-year high school students from Tsuruga City)



Tours by Tsuruga Technical High School, Tsuruga High School, Tsuruga Kehi High School

#### 3. Contribution to the local community

We participated for the first time in a company bus tour for persons with disabilities



Company bus tour for persons with disabilities \*Images have been darkened to prevent identification of individuals