

## ZEON Group (Japan)

### Tokyo Zairyo Co., Ltd.

#### Introduction to Tokyo Zairyo Co., Ltd.

Tokyo Zairyo Co., Ltd. is a ZEON Group company that operates under the corporate philosophy of “contributing to society as a specialized chemical trading business offering unique functions and services.”

The company has recently been conducting import and export operations from a global perspective and is aggressively expanding its operations overseas through affiliated companies in a total of 11 locations, including the United States, China, and Southeast Asia. In Thailand, we are constructing a special rubber compound production plant in collaboration with the rubber compound manufacturer, Takehara Rubber, with the goal of expanding business in ASEAN.



President Shuichi Kakinuma



Image showing the expected completion of the production plant with Takehara Rubber in Thailand

#### Environmental and Safety Activities

##### Sales expansion of environmentally sound products

Since acquiring ISO 14001 certification on December 1, 2006, Tokyo Zairyo Co. has viewed increasing sales of environmentally friendly products as a key environmental objective. In fiscal 2013, we launched 45 new environmentally friendly products (against our goal of 30), by cultivating demand in this category. We plan to increase sales of plastics, chemical products, and chemicals for fuel-efficient tires that use plant-derived raw material, while at the same time reviewing our lineup of environmentally friendly products.

##### Sales percentage of environmentally sound products



## Activities with the Local Community

### Promotion of Compliance

As a company that deals in chemical substances, we are reinforcing compliance systems for observing laws and regulations on chemical substances in Japan and overseas.

#### 1. Global shared system for information on chemical substance regulations

We built a trilingual (Japanese, English, Chinese) system that allows sales staff in Japan and overseas to confirm information on chemical substance regulations. By inputting the CAS registry number, the user can confirm information, such as whether the substance is a UN-classified dangerous good, or an existing chemical substance, etc. We are also putting effort into training at affiliated companies in China and ASEAN.

2. We continued employee training programs in fiscal 2013. Basic training on chemical substance regulations and training on Japan's Export Trade Control Order was conducted for all sales staff in Japan. Overseas, we provided training on China's Regulations on Safe Management of Hazardous Chemicals for employees at our affiliated companies in China.



Chemical substance management system training at the Bangkok Office

## Developing Globally Competent Human Resources

### Global human resource development

As a part of our global human resource development, our young employees participate in technological training conducted by major overseas suppliers. At the same time, we also implement practical measures that aim to increase the number of overseas business trips which domestic sales staff take.

### Promoting technological training

Staff with specialized technical expertise hold sessions for young employees and mid-career hires to deepen their technical knowhow, including basic properties of rubber and resins, and compound agents. Our goal is to arm our employees with technical expertise so that they can make proposals that accurately match customer needs.



ISO basic training (new employees)