

# 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. Our FY 2018 environmental and safety policy to achieve this vision will involve all employees implementing measures based around the concepts of “Polite greetings and 3S are the foundation for all work; let’s be polite, cheerful and friendly!”, “Be aware of danger; let’s make an effort to safeguard our own safety and the safety of our colleagues,” “and “Working to safeguard the physical and mental health of all employees.”



Director of Research and Development  
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 of safety and health management among 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



Overseas language study



Lounge planning

## 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): Besides having the opportunity to experience corporate R&D activity, interns can also learn how the fusion of knowledge in different fields can stimulate innovation.



Clean-up volunteers



Presentation during a tour of the facility