

# Zeon Advanced Polymix Co., Ltd. (ZAP)

## Company Profile

### Business Description

Manufacture and sales of rubber compounds

Established in 1995 in Thailand, an increasingly important production hub for Japanese automakers, Zeon Advanced Polymix produces and supplies rubber compounds used in automotive parts and industrial products.

### Location

Rayong Province (head office, plant), Bangkok (sales office), Thailand

### No. of Employees

As of March 31, 2018: 448 (343 men, 105 women)

Hiring in FY 2017: 32 (27 men, 5 women)



Zeon Advanced Polymix Co., Ltd. (ZAP)

Product image



Air duct hoses for cars made with rubber compounds

## Company Policy (Executive Message)

### Policy established by the President

1. Ensure safety at workplaces
2. Achieve the sales volume and profit plan
3. Implement ongoing cycle of productivity improvements and cost reduction activities
4. Maintain and improve ISO activities
5. Commitment to CSR



President  
Yutaka Isozaki

We aim to be the top mass-production plant in Asia in terms of consistent quality and safety, where employees work with ambition and pride.

## Safety Initiatives

### Policy

Establish workplaces with zero occupational accidents (more than 4,000 consecutive days of zero accidents).

### Specific Initiatives

1. Hold morning Safety Talks at all workplaces on a topic related to safety, health, or sanitation
2. Hold annual Safety Week events with participation by all employees as part of our educational activities
3. Employee participation in safety lectures

## Safety Activities



Company-wide Safety Week event



Our disaster response team undertaking firefighting training



Victim transport training



Evacuation training



Safety Talk in progress



4RKYT presentation

## Environmental Impact Reductions

### Policy

Continue to reduce our power consumption and waste.

### Specific Initiatives

1. Reducing power consumption: Switching to inverter motors and LED lights, turning off unnecessary lights
2. Reducing waste: Compacting waste to reduce the volume to approximately one-sixth

### Environmental Data

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

Zeon Advanced Polymix Co., Ltd. (ZAP)		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Industrial waste	Amount generated before compacting (tons)	236	262	212	295	272
	Amount sent to landfills (tons)	0	0	0	0	0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		32	31	35	27	27
CO <sub>2</sub> emissions (tons)		7,270	6,090	5,690	6,360	6,240
Energy consumption (crude oil equivalent, kL)		3,277	2,948	2,705	3,023	2,971

## Relationship with Employees

### Policy

Aim to improve employee capabilities through education based on the education plan

**Specific Initiatives**

1. Grade-specific development plans
2. Timely on-the-job training

**Relationship with the Local Community**

**Policy**

Strive to coexist with the local community based on our CSR activities

**Specific Initiatives**

1. Donations to local schools, temples, hospitals, and public facilities
2. Invite local residents to health checkups at our company
3. Regular greetings to residents
4. Periodic tree-planting and blood donation activities
5. Monthly cleanup activities around the plant by all employees
6. Support for employees who wish to enter the priesthood
7. Conduct systematic CSR education and inform all employees of the CSR policy
8. Continue to implement CSR-DIW (a CSR project launched by Thailand’s Ministry of Industry), and foster participation by local residents as well as the maintenance of employee health.

**CSR Activities**



Donations to local temples



Donations to Buddhist priests



Cleanup around the plant



New Year's greetings to local residents



Donations of school supplies



Blood-donation activity



Assistance for the creation of a volleyball court and petanque court



CSR-DIW Award Ceremony



CSR-DIW Award Ceremony Attendees



CSR-DIW Trophy  
 ZAP received the CSR-DIW 2017 Award from the Department of Industrial Works (DIW) in Thailand.  
 The award is given to companies that demonstrate outstanding performance in CSR activities.  
 CSR-DIW certification has to be renewed every two years, so ZAP will continue to implement activities with the aim of maintaining its CSR-DIW certification.