

Optes Inc.

Introduction to Optes Inc.

[Establishment]

1997

[Business content]

Manufacture of optical films and components for optical equipment, design and manufacture of molds

[Status in recent years]

Optes has the Hokuriku Plants (Takaoka City, Toyama Prefecture, Himi City, Tsuruga City, Fukui Prefecture) and Sano Plant (Sano City, Tochigi Prefecture). Optical films are manufactured at the Hokuriku Plant, and medical test cells are manufactured at the Sano Plant.

[Number of employees]

Number of employees as of end March 2016: 372 (Male: 308, Female: 64)

Hiring in fiscal 2015: 22 (Male: 13, Female: 9)



Optes Hokuriku Plant (Takaoka Plant)



Optes Hokuriku Plant (Himi Plant)



Optes Hokuriku Plant (Tsuruga Plant)



Optes Sano Plant

Company Policy (Executive Message)

[Policy]

Creating an Optes where each employee thinks and acts for themselves with safety and stability first, overflowing with vitality

[Thinking]

• Safety and Stability First!

Go back to first principles to find the root causes, proceed with standardization that is people-friendly, establish a system where the same performance is achieved whoever does the work, create a stable, comfortable working environment across all SQDC

• Thinking and acting for yourself



President Shinichi Hirakawa

Solidly recognize your role, think positively and always act toward the realization of your aims and ideals and achieve them

• Create a company overflowing with vitality

Aim to create an Optes that makes each employee proud, and continue to advance in a virtuous circle.

While putting these into practice, attain good results in areas such as safety, be recognized and trusted by local people and continue to be a cordial company.

Safety Initiatives

[Concrete efforts]

We are promoting planned renovation work for safety for all of our production facilities.

We are using the opportunity of employing female workers to reduce the risks due to difference in physique, so that anybody can work in a safe environment.

Efforts to Reduce Environmental Impact

[Policy]

Take steps for medium-to long-term planning for zero emissions and environmental improvement focused on reduction of energy consumption.

[Concrete efforts]

1. Environmental safety initiatives

We are making efforts with our goal of zero accidents, zero disasters and quality improvement.

- Improvement of implementation rate of near-miss activity^{*1} countermeasures
- Formulation of a medium-term plan to make equipment safer
- Improvement of public work observation^{*2} procedures, etc.
- Education through the introduction of a safety simulator and the opening of a safety experience center.

^{*1} Near-miss activities

Activities to extract cases where an accident almost occurred and deepen prior countermeasures and risk awareness

^{*2} Public work observations

Activities to reinforce the message of the importance of complying with revised work instructions and procedures when working by observation of the actual workplace by the plant manager, head of department, staff, etc. to identify work problems.

2. Environmental Data

Optes Inc. Sano Plant		FY2011	FY2012	FY2013	FY2014	FY2015
Substances covered by PRTR law	Number of substances	1	1	1	1	1
	Consumption (tons)	0.0	0.0	0.0	0.0	0.0
	Amount emitted (tons)	0.0	0.0	0.0	0.0	0.0
Industrial waste	Amount generated (before volume reduction) (tons)	6	7	10	8	6
	Amount sent to landfill (tons)	0.0	0.0	0.6	0.4	0.0

Water resources (Industrial water + Ground water + Waterworks) consumption (1,000 m ³)	4	5	6	6	4
CO ₂ emissions (tons)	1,105	919	989	862	673
Energy consumption (crude oil equivalent, kL)	664	625	674	564	439

Optes Inc. Hokuriku Plant		FY2011	FY2012	FY2013	FY2014	FY2015
Substances covered by PRTR law	Number of substances	0	0	1	1	1
	Consumption (tons)	0	0	1	1	1.1
	Amount emitted (tons)	0.0	0.0	0.0	0.0	0.0
Industrial waste	Amount generated (before volume reduction) (tons)	707	849	1,377	1,254	1,443
	Amount sent to landfill (tons)	0.0	0.0	0.0	0.3	0.1
Water resources (Industrial water + Ground water + Waterworks) consumption (1,000 m ³)		31	29	29	52	66
CO ₂ emissions (tons)		8,499	9,622	27,483	34,196	38,498
Energy consumption (crude oil equivalent, kL)		9,390	10,313	12,549	13,612	15,039

Quality Assurance Efforts

[Policy]

Offer safe, high-quality products that satisfy customers

[Concrete efforts]

We are building a quality assurance system based on ISO9001.

Relationship with Employees

[Policy]

Using the strength of the Japanese "Monozukuri Plant," we are taking steps to develop human resources that focus on dialogue to foster teamwork and place importance on a culture of continuous reforms and improvements by everybody. On the other hand, we are committed to the creation of employment of persons with disabilities, and have achieved the statutory employment ratio, and also in manufacturing we are giving consideration to creating an easy-to-work environment so that women employees can play active roles with shift work.

[Concrete efforts]

1. We conduct basic education for new recruits for the first three years on an ongoing basis based on our education system.
2. In the production section, we use competence assessments to improve skill levels.
3. We conducted our second company-wide improvement activities case study presentation event, which helps to breed a culture where opinions can be exchanged with no barriers.
4. We are proactively appointing female employees in the workplace, and this is helping us to notice areas where we can lower work environment stresses.

5. In the employment of persons with disabilities, we have made adjustments to allow use of production processes (review of procedures, improvement of displays, movement of work locations).

Living Together with the Local Community

[Policy]

We are creatively developing the company in order to live in harmony with the local community.

[Concrete efforts]

1. Community beautification activities

At the Hokuriku Plant, we undertake cleanup activities with local people. In spring and fall we perform cleanup activities in the plant area, and in the summer we cleanup Himi Shimaou Coast and Takaoka Kokubu Beach. At the Sano Plant we participate in events to pick up trash held by Sano City.

2. Exchanges with high schools in Toyama Prefecture

We cooperate with plant tours, internships, high school field trips and working experience. This program is extremely popular, and produces results including the fact that some of the students who participate in the program join Optes after graduation every year.



Picking up trash activities in Kamitako



Takaoka crafts high school internship (film inspection in the clean room)



Himi High School plant tour (LCD TV disassembly demonstration)