

# 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, 2017: 462 (358 men, 104 women)

Hiring in FY 2016: 61 (50 men, 11 women)



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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 Week event



Safety Talk



Evacuation drill



Safety training with an outside instructor

## 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

Zeon Advanced Polymix Co., Ltd. (ZAP)		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Industrial waste	Amount generated before compacting (tons)	254	236	262	212	295
	Amount sent to landfills (tons)	0	0	0	0	0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		31	32	31	35	27
CO <sub>2</sub> emissions (tons)		6,220	7,270	6,090	5,690	6,360
Energy consumption (crude oil equivalent, kL)		2,807	3,277	2,948	2,705	3,023

## 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. Received the CSR-DIW Award from the Ministry of Industry of Thailand, participation by local residents, and maintaining employee health



Donations to schools



Donations of school supplies



New Year's greetings to local residents



Cleanup around the plant



Donations to Buddhist priests



Donations to local temples