

# 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, 2019: 490 (384 men, 106 women)

Hiring in FY 2018: 82 (80 men, 2 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

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.



President  
Yutaka Isozaki

## 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 (regarding emergency rescue certification, etc.)
4. Periodic safety training (firefighting training, evacuation training, and KY training)

## Safety Activities



Company-wide Safety Week event



Our disaster response team undertaking firefighting training



Victim transport training



Safety Talk in progress



First-aid training



Disaster response training

## Environmental Impact Reductions

### Policy

Continue to reduce our power consumption and waste.

### Specific Initiatives

1. Reducing power consumption: Switching over to inverter motors (including air-conditioner inverters) and LED lights, and 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)		FY2014	FY2015	FY2016	FY2017	FY2018
Industrial waste	Amount generated before compacting (tons)	262	212	295	272	228
	Amount sent to landfills (tons)	0	0	0	0	0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		31	35	27	27	26
CO <sub>2</sub> emissions (tons)		6,090	5,690	6,360	6,240	6,980
Energy consumption (crude oil equivalent, kL)		2,948	2,705	3,023	2,971	3,094

## 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. Volunteer clean-up activities at local temples
4. Regular greetings to residents
5. Periodic tree-planting and blood donation activities
6. Monthly cleanup activities around the plant by all employees
7. Support for employees who wish to enter the priesthood
8. Conduct systematic CSR education and inform all employees of the CSR policy
9. 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



Volunteer clean-up activity at a local temples



Cleanup around the plant



New Year's greetings to local residents



Collaborating on blood-donation activity



Donation of roof shades to local schools



Volunteer painting work at local schools



Tree-planting activity



CSR-DIW Award Ceremony/  
CSR-DIW Award Ceremony Attendees



CSR-DIW Trophy

ZAP received the CSR-DIW 2018 Award from Thailand's Department of Industrial Works (DIW), having previously received the award in 2017. The award is given to companies that demonstrate outstanding performance in CSR activities. ZAP will continue to implement activities with the aim of maintaining its CSR-DIW certification.