

# Optes Inc.

## Company Profile

### Business Description

Manufacture of optical films

Established in 1991, Optes manufactures optical films as a contract manufacturer for Zeon Corporation.

### No. of Employees

As of May 31, 2020: 403 (358 men, 45 women)

Hiring in FY 2019: 24 (20 men, 4 women)



Hokuriku Plant (Takaoka Plant)



Hokuriku Plant (Himi Plant)



Hokuriku Plant (Tsuruga Plant)

Product image



Large-screen TV made with optical film

## Company Policy (Executive Message)

### Policy

Understand the fundamentals and start with the true nature.

### Priority Issues

We seek organizational structures that can act in a timely manner.

1. Encourage personnel to focus their efforts where they are needed
2. Establish systems relating to production technology that make possible systematic action
3. Proactively recruit and develop the core human resources of the future



President  
Toshihiro Inoue

## Safety Initiatives

### Policy

Place safety squarely in the center of all our activities, focus on safe and stable operations in production, and promote visualization and operational reforms in management to maintain and improve safe and comfortable work environments and establish a factory with excellent quality and costs.

### Specific Initiatives

1. Identify the hazards and harms of all machinery and facilities and make improvements to achieve intrinsic safety
2. Undertake basic safety activities and voluntary workplace activities with the participation of all employees to revitalize workplaces and implement cultural reform that put safety first with the aim of continuously improving safety and health standards
3. Provide appropriate education to all relevant persons and comply with laws and regulations and factory regulations relating to health and safety

## Environmental Impact Reductions

### Policy

Eliminate environmental accidents and abnormalities, create workplaces where personnel can work with a sense of security, and strive to be a trusted company while securing living environments where people can lead healthy lives with a sense of security, recognize our responsibility to future generations, contribute to society through production activities in harmony with nature, and reduce our environmental impact and risks.

### Specific Initiatives

1. Pursue zero occurrence of environmental accidents and abnormalities
2. Continuously make environmental improvements
3. Comply with environment-related laws and regulations as well as rules established by the company
4. Promote energy-saving and work to prevent pollution
5. Promote resource recycling and strive to reduce the amount of waste generated
6. Promote environmentally-conscious production technologies and continuously carry out growth strategies

### Environmental Data

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

Optes Inc.		FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Substances subject to the PRTR Act	No. of substances	1	1	1	1	1
	Consumption (tons)	1	1	2	1	1.5
	Emissions (tons)	0.0	0.0	0.0	0.0	0.0
Industrial waste	Amount generated before compacting (tons)	1,443	1,973	3,860	1,573	1,287
	Amount sent to landfills (tons)	0.1	0.0	0.0	0.0	0.0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		66	64	90	97	93
CO <sub>2</sub> emissions (tons)		38,498	36,279	39,252	36,465	35,120
Energy consumption (crude oil equivalent, kL)		15,039	14,740	15,333	15,692	16,936
Electricity consumption (1,000 kWh)		59,314	58,125	60,399	62,103	67,021

## Relationship with Employees

### Policy

We aim to develop human resources that prioritize communication and create workplace conditions that allow all employees to demonstrate performance, while valuing a culture of teamwork to achieve continuous reforms and improvements.

### Specific Initiatives

1. Basic education for employees in their first to third years of employment
2. In production sections, improve professional skills using competency assessments
3. Create conditions that facilitate exchanging opinions at company presentations of successful improvement activities
4. Create working conditions that incorporate feedback from women employees and facilitate women demonstrating their potential
5. Improve production processes to create employment for people with disabilities

## Relationship with the Local Community

Creative company development to achieve harmony with civic society.

### Specific Initiatives

#### 1. Community beautification activities

- Cleanups in the Kamitako district of Himi City (monthly)
- Cleanups of areas around the plant (spring and fall)
- Cleanups of the Himi Shimao coastline and Fushikikokubu coastline (summer)

#### 2. Exchanges with high schools in Toyama Prefecture

We cooperate with high school field trips and work experience opportunities, such as plant tours and internships.



Picking up trash in the Kamitako district



Internship for students of Takaoka Kogei High School  
(Film inspection, PC data input)