

# Zeon Corporation – R&D Center

## R&D Center Profile

### Main Functions

Established in 1959, the R&D Center is responsible for research and development at Zeon Corporation. The main lab is located in Kawasaki, with other R&D labs located in the Takaoka, Mizushima, and Tokuyama plants. Locating our R&D labs adjacent to production plants enables comprehensive responsiveness across research and production processes.



Front of the R&D Center

## Center Policy by the Division Manager

All researchers at Zeon laboratories conduct R&D which aims to realize a “Sustainable Earth” and “Safe and Comfortable Life for People,” in line with the Zeon Sustainability Policy. Zeon strictly observes related laws and regulations across all research activities and strives to create a highly engaging and safe research environments free of accidents. Our FY2022 environmental and safety policy to achieve this vision involves all employees implementing measures based around the concepts of “Let’s start with greeting each other, to help achieve zero incident and zero accident workplaces,” “Let’s strengthen our ability to recognize danger and make an effort to safeguard our own safety and the safety of our colleagues,” and “Let’s contribute to the reduction of CO<sub>2</sub> emissions through R&D.”



Director of Research and Development  
R&D Center Manager  
Tetsuya Toyoshima

## Safety Initiatives

### Policy

Based on the assumption that “safety does not exist, but danger is always present,” we are committed to creating safe worksite conditions and achieving zero accidents and disasters.

### Specific Initiatives

- Build awareness of safety and health management among all R&D Center employees, and promote self-directed activities
- Adjust internal rules, and establish rules that are acceptable to everyone
- Strengthen experimental capabilities so that new experiments can be implemented safely
- Education using accident case studies
- Safety lectures by laboratory heads and others on the 25th of each month

## Environmental Impact Reductions

### Policy

We are committed to reducing our environmental impact, maintaining zero emissions of industrial waste, and reducing our CO<sub>2</sub> emissions.

### Specific Initiatives

- Removal of atmospheric pollutants using effluent gas cleaning equipment
- Proper disposal of liquids containing chemical substances
- Maintenance of zero direct landfill waste by strictly sorting waste materials
- Awareness-raising relating to the reduction of CO<sub>2</sub> emissions
- Focus on carbon neutrality as a research theme

## Relationship with Employees

### Policy

We offer focused support to motivated employees.

### Specific Initiatives

- Online language classes, and dispatching employees to attend specialized technical training activities
- Female leadership education and development
- Company grade-based education
- General professional skills education
- Occupation-based specialized education
- One-on-one mentoring for new employees
- Diversity and inclusion training
- Monthly MVP award ceremony held at a meeting where all staff are present



Online meeting for all staff



Lounge planning

## Coexistence with the Local Community

### Specific Initiatives

#### 1. Contributing to the community through volunteering

- We participate in voluntary cleanups of the Tonomachi Yako area around the R&D Center in Kawasaki (twice/year).

#### 2. Interactions with the local community

- We issue business reports and offer plant tours in cooperation with Kawasaki Plant.
- We hold chemistry sciences classes in Oita

#### 3. R&D Center tours and internships

We offer R&D Center tours and internships so that students and beginning researchers can deepen their understanding of chemical companies.

- Tours (half day): Learning about Zeon
- Short-term internships (approx. 1 week): Learning about Zeon and our work
- Long-term internships (2–3 months): Besides having the opportunity to experience corporate R&D activity, interns can also learn how the fusion of knowledge in different fields can stimulate innovation.



Clean-up volunteers



Presentation during a tour of the facility