



Social Activity Goals and Results

Goal achieved or steadily progressing: ○ Goal not achieved: △

Items	Boundary	Fiscal 2019 Goals	Fiscal 2019 Results	Evaluation	Fiscal 2020 Goals	Page
Procurement	Sumitomo Chemical Group	Thoroughly ensure compliance and promote sustainable procurement by strengthening collaboration with business partners through sustainability surveys related to raw materials and packaging materials	Promoted thorough compliance among relevant internal and external parties and promoted sustainable procurement by strengthening collaboration with business partners through monitoring, feedback, and trade briefings (Sumitomo Chemical results)	○	Thoroughly ensure compliance, maintain and enhance sustainable procurement, and promote initiatives for respecting human rights in the supply chain	Pages 149–153
HR Management	Sumitomo Chemical Group	Employ human resources and greatly strengthen recruitment capabilities	Secured personnel by strengthening and updating our recruitment practices	○	Employ human resources and greatly strengthen recruitment capabilities	Pages 154–173
	Sumitomo Chemical Group	Manage global human resources and work on workforce management that is responsive to business expansion	Appropriately placed personnel in response to business expansion, held Global Managers Meeting, and systematically conducted global human resources development	○	Manage global human resources and work on workforce management that is responsive to business expansion	
	Sumitomo Chemical Group	Develop personnel and run HR systems to promote employee growth and development	Formulated action plans based on "Sumika 'Take Action' Declaration"	○	Develop personnel and run HR systems to promote employee growth and development	
	Sumitomo Chemical Group	Promote sustainability, diversity and inclusion, and work-life balance	Promoted measures for each Group company by establishing the Group's Basic Principles on the Promotion of Diversity and Inclusion and formulated action plans based on "Sumika 'Take Action' Declaration"	○	Promote sustainability, diversity and inclusion, and work-life balance	
Occupational Safety and Health / Industrial Safety and Disaster Prevention	Lost-workday injuries	Sumitomo Chemical	0	4	△	0
		Partner companies*1	0	6	△	0
	Frequency rate of lost-workday injuries*2	Sumitomo Chemical Group*3	Less than 0.1	0.42	△	Less than 0.1
	Severe accidents*4	Sumitomo Chemical Group*3	0	1	△	0
	Severe industrial accidents*5	Sumitomo Chemical Group*3	0	0	○	0
	Lost-workday injuries in logistics*6	Logistics	0	5	△	0

Note: Further details are provided in the supplementary data (pages 196–204).

*1 A partner company injury is defined as one suffered within a Sumitomo Chemical worksite by an employee of a company affiliated with a logistics or construction subcontractor.

*2 The Responsible Care Department determines if accidents that occur at overseas consolidated subsidiaries are considered to be lost-workday injuries or non lost-workday injuries based on how the accidents are handled in Japan.

*3 For the purposes of occupational safety and health/industrial safety and disaster prevention, the Group is defined as Sumitomo Chemical (including its partner companies and others) and consolidated subsidiaries in Japan and overseas.

*4 Severe accidents are defined as those that result in a fatality or those that result in severe lost-workday injuries, including blindness or loss of a limb.

*5 Severe industrial accidents are defined as industrial accidents resulting in any of the below conditions.

- The local residents suffer injuries requiring at least regular hospital visits or treatment.
- Employees at the facility suffer injuries that require at least one lost workday.
- The damage to the facilities totals more than ¥10 million.

*6 Lost-workday injuries in logistics are defined as those that are related to logistics and occur within Sumitomo Chemical worksites as well as those that caused by major logistics subcontractors outside of worksites.



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Items	Boundary	Fiscal 2019 Goals	Fiscal 2019 Results	Evaluation	Fiscal 2020 Goals	Page
Product Stewardship / Product Safety / Quality Assurance	Laws and regulations	Sumitomo Chemical	Continue to act precisely in accordance with domestic and overseas laws and regulations	Acted precisely in accordance with relevant laws and regulations	○	Continue to act precisely in accordance with domestic and overseas laws and regulations
	Chemicals management and information disclosure	Sumitomo Chemical	Continue to promote risk-based chemicals management and information disclosure	Systematically put in place risk assessment methods	○	Continue to promote risk-based chemicals management and information disclosure
	Chemical management system	Sumitomo Chemical	Continue to promote utilization of the comprehensive chemical management system (SuCCESS) and develop concrete plans for expansion to Group companies	As part of our efforts to promote utilization of SuCCESS, 13 Group companies in Japan use the system. We began using SuCCESS to calculate the manufactured volumes reported to the government under the chemical substances control law via a substance volume tracking (SVT) system as well as to calculate exported volumes in response to overseas regulations	○	Continue to promote utilization of SuCCESS and develop concrete plans for expansion to Group companies
	Risk assessment	Sumitomo Chemical	Steadfastly perform product safety risk assessments	Performed 73 product safety risk assessments, including 38 reassessments	○	Steadfastly perform product safety risk assessments
	Logistics quality-related incidents	Sumitomo Chemical*	No Rank A or Rank B incidents, two or fewer Rank C incidents	No Rank A or Rank B incidents, one Rank C incident	○	No Rank A or Rank B incidents, two or fewer Rank C incidents
Local Communities		Sumitomo Chemical Group	Provide support to achieve the United Nations Sustainable Development Goals	Provided support for tree-planting activities and education through Matching Gift programs (includes support for education in Africa)	○	Provide support to achieve the United Nations Sustainable Development Goals
		Sumitomo Chemical Group	Provide prompt and precise support in response to emergencies and disasters in Japan and overseas	Supported areas recovering from the torrential rains of typhoons Faxai and Hagibis	○	Provide prompt and precise support in response to emergencies and disasters in Japan and overseas
		Sumitomo Chemical Group	Promote social contribution activities distinctive to the Sumitomo Chemical Group by leveraging the strengths of each workplace	Participated in and cooperated with local events, held science workshop classes, held plant tours, etc.	○	Promote social contribution activities distinctive to the Sumitomo Chemical Group by leveraging the strengths of each workplace
		Sumitomo Chemical Group	Continue to expand information disclosure using SDGs and promote interactive dialogue	Continued to expand information disclosure using SDGs and promote interactive dialogue	○	Continue to expand information disclosure using SDGs and promote interactive dialogue

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Pages 189–195

Note: Further details are provided in the supplementary data (pages 205–206).

* Includes some Group companies in Japan that have Works within a Sumitomo Chemical worksite.