



## Social Activity Goals and Results

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

Items	Boundary	Fiscal 2018 Goals	Fiscal 2018 Results	Evaluation	Fiscal 2019 Goals	Page	
Procurement	Sumitomo Chemical Group	Thoroughly ensure compliance	Promote thorough compliance among relevant internal and external parties	○	Thoroughly ensure compliance	Pages 117–120	
	Sumitomo Chemical and consolidated subsidiaries in Japan and overseas	Promote CSR procurement by strengthening collaboration with business partners through CSR surveys related to raw materials and packaging materials	Promoted CSR procurement by strengthening collaboration with business partners through monitoring and feedback (Sumitomo Chemical results)	○	Promote CSR procurement by strengthening collaboration with business partners through CSR surveys related to raw materials and packaging materials		
HR Management	Sumitomo Chemical Group	Further promote global human resources initiatives and human resources development	Held global manager meetings, systematically conducted global human resources development	○	Employ human resources and greatly strengthen hiring capabilities	Pages 121–133	
	Sumitomo Chemical	Employ human resources and work on workforce management that is responsive to business expansion	Secured personnel by strengthening and updating our hiring practices and appropriately placed personnel in response to business expansion	○	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	Built and ran HR systems that encourage employee growth and development and revised training systems	○	Develop personnel and run HR systems to promote employee growth and development		
	Sumitomo Chemical	Promote diversity and inclusion and work-life balance	Promoted diversity and inclusion after designating it a material issue for management to address, held meetings about highly productive working styles, acquired certification as a 2019 Health & Productivity Management Outstanding Company (White 500)	○	Promote sustainability, diversity and inclusion and work-life balance		
Occupational Safety and Health / Industrial Safety and Disaster Prevention	Lost-workday injuries	Sumitomo Chemical	0	3	△	0	Pages 134–140
		Partner companies*1	0	2	△	0	
	Frequency rate of lost-workday injuries*2	Sumitomo Chemical Group*3	Less than 0.1	0.58	△	Less than 0.1	
	Severe accidents*4	Sumitomo Chemical Group*3	0	2	△	0	
	Severe industrial accidents*5	Sumitomo Chemical Group*3	0	0	○	0	
Lost-workday injuries in logistics	Logistics	0	1	△	0		

Note: Further details are provided in the supplementary data (pages 156–163).

\*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.



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Items	Boundary	Fiscal 2018 Goals	Fiscal 2018 Results	Evaluation	Fiscal 2019 Goals	Page	
<b>Product Stewardship / Product Safety / Quality Assurance</b>	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, one additional Group company began using the system, bumping the total to 11. We began using a substance volume tracking (SVT) system to report the manufacture / import volume (to government) under the chemical substances control law.	○	Continue to promote utilization of SuCCESS and develop concrete plans for expansion to Group companies	Pages 141–146
	Risk assessment	Sumitomo Chemical	Steadfastly perform product safety risk reassessments	Performed 61 product safety risk assessments, including 22 reassessments	○	Steadfastly perform product safety risk assessments	
	Logistics quality-related incidents	Sumitomo Chemical* <sup>1</sup>	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	
<b>Local Communities</b>	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	Pages 149–155	
	Sumitomo Chemical Group	Provide prompt and precise support in response to emergencies and disasters in Japan and overseas	Provided support in response to areas affected by the July 2018 torrential rains	○	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		

Note: Further details are provided in the supplementary data (pages 164–165).

\*1 Includes some Group companies in Japan that have Works within a Sumitomo Chemical worksite.