

Together with Employees

Benefits

Re-employment system

While the retirement age at CMP is 60 years old, CMP has started its re-employment system since April 2006 applicable to retirees, if they are willing to work longer and agree to the employment conditions with the company, to allow them to work until the age of 65. CMP intends to transfer veteran's technical know-how and techniques to younger generations and utilizes the accumulated knowledge. 89% of CMP's retirees in 2007 applied for this system and continue working. In 2008 "Second Life Seminar" was held for employees and re-engaged staff aged 50 and above.



Support of the Development of the Next Generation (Child Care Leave, Family Care Leave)

CMP provides a working environment where employees can balance working with their family life. We have established action plans on the basis of the "Law to Promote Measures to Support the Development of the Next Generation" so that workers can select different working styles matching their needs of the various life styles. In the case of Child or Family Care Leave, CMP has set up a system where workers can manage both working and child-care or nursing-care. In 2007 two employees applied for the Child Care Leave system at CMP.

Prevention of Sexual Harassment

To prevent sexual harassment from happening in work places, CMP has the stipulation in the Company Rules and Regulations and set up a window for consultations & complaint. Moreover, CMP trains its employees for the prevention of sexual harassment with the aid of video programs and seminars for managers.

Benefits Program

In addition to annual paid holidays, CMP provides an "Accumulated paid holiday system" (for medical leave, volunteering, nursing, etc.) and a "Refresh vacation system" for longtime employees. Recreation facilities of CMP are spread in Hokkaido, Hakone, Atami, Izu and Toba, and employees visit and enjoy them in various ways.

Promoting the Employment of People with Disabilities

To promote the employment of people with disabilities, CMP makes efforts to improve the working conditions in each work place. The hiring rate of employment of people with disabilities in 2008 was 2.02% at CMP.

Labor-Management Relations

CMP has the labor union and participates in its upper tier union, the Japan Federation of Energy and Chemistry Workers Unions. In this way labor and management maintain a harmonious favorable relationship which has been cultivated for a long time.

Health Care

Measures for Lifestyle-Related Diseases

CMP places priority on securing the health and safety of the employees for a comfortable working environment. To enhance the maintenance of health of employees, CMP distributes the "Practice for healthy mind" booklet to all the employees and attempts to provide employees with knowledge about lifestyle-related diseases. Furthermore, the health and safety committee meet periodically. Health administrators are assigned in the company and the health control of employees is managed with the advice of industrial doctors. This year CMP had seminars - "Countermeasure for the New Influenza" in the Hiroshima Head Office and "Prevention of Metabolic Syndrome" in the Kyusyu factory.



Countermeasure for the New Influenza

Mental Healthcare Support

To promote the awareness of the employees to mental healthcare, CMP tries to raise the consciousness of managers through seminars, and has introduced service windows for "Telephone health counseling" and "Mental healthcare counseling".

Placement of an Automated External Defibrillator

CMP is introducing and placing in its offices "AED"s to recover, through an electrical shock, the lost cardiac function to pump blood caused by convulsion. In 2007 CMP placed four AEDs, one each at the Tokyo Head Office, Shiga Office, Hiroshima Head Office and Kyushu Factory. CMP also held briefing sessions for its use and simulation trainings. CMP plans to continue such sessions so that as many employees as possible can handle AEDs.



Occupational Safety and Health

Main Activities

We are promoting and managing the health and safety in compliance with the Industrial Safety and Health Act. The beautification of the working places in our factories is considered a particular starting point and everyone at the factories has been involved in pursuing activities with the five themes of arrangement, orderliness, cleaning, cleanliness and discipline. Furthermore, as indicators of environmental cleanliness, we measure the concentration of organic solvent in air, ventilation, lighting, noise and room temperature periodically at the work place. Many of our offices have publicly been acknowledged as excellent working places.

Lost work time accidents in 2008 was zero, keeping the same as in 2007, and one case of an accident not accompanied lost work time in 2007 were increased to four in 2008.

CMP's basic policy is to put the utmost priority on human safety, thus CMP targets zero industrial injuries, and relentlessly promotes awareness of safety first. To implement this basic policy, CMP is reviewing the working procedures and paying attention to the health and safety of employees, customers, residents in communities, and environmental protection, providing education and training, and establishing a check system under the "Coatings Care Guideline".

Improving Operational Condition at Work-Place

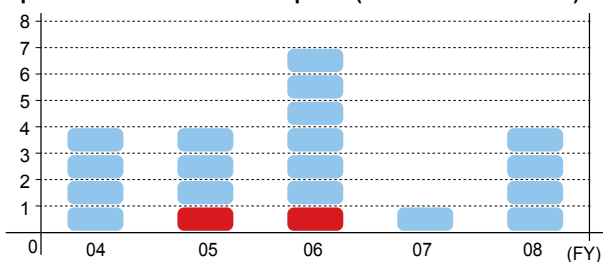
To maintain safe working condition at unit working places where Ordinance on Prevention of Organic Solvent Poisoning or Ordinance on Prevention of Hazards Due to Dust are applied, measuring in compliance to the Working Environment Measurements Law is conducted every year. Regarding noise in unit work places classified as Controlling Class-2, ear plugging is mandated to maintain lower noise load on individuals.



Occupational accidents at work-place (frequency of accidents) and frequency rate of accident

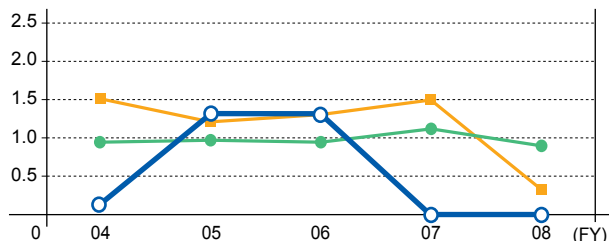
Sites covered: CMP and subsidiaries & contractors in the company premise (within Japan)

Occupational accidents at work-place (Number of accidents)



Legend:
■ Number of accidents without lost working time
■ Number of accidents with lost working time

Frequency rate of accident



Legend:
○ Frequency rate of accident
● Frequency rate of accident/chemical industry average (calendar year)
■ Frequency rate of accident/paint industry average (calendar year)

Safety education and training

Below safety manual book covers entire safety instructions for inspection works at site of painting. It is also used as a textbook for the training for safety operations.



Manual for the safety of on-site inspection of painting work (A4, 32 pages)