

5

Society

Improving Quality	38
Supply Chain Management	40
Human Resource Development	42
Respect for Human Rights	44
Work-Life Balance	45
Diversity & Inclusion	47
Occupational Health and Safety	49
Social Contribution Activities	51



Improving Quality

Basic Approach

The Shin-Etsu Polymer Group is building and strengthening our quality assurance systems. We believe that high quality and stable supplies are indispensable to providing our customers with safe, secure products. To that end, we are aiming to improve customer satisfaction according to our quality policy.

Shin-Etsu Polymer Group Quality Policy

Through manufacturing, we will contribute to society by providing high-quality products that are trusted by customers.

- 1 We will always incorporate market needs into our products and strive to improve customer satisfaction.
- 2 We will continue efforts to improve quality and hone our technology, as we aim to become the company of choice for our customers.
- 3 We will conduct thorough field management to continuously provide a stable supply of high-quality products.
- 4 We will comply with laws and regulations to continue to be a company trusted by society and customers.

Initiatives for Quality Control

•Quality Assurance System

Our quality assurance system is based on ISO9001 (international standard of quality management systems). Plants in Japan and overseas have been certified. Also, plants for automotive and medical equipment parts have acquired IATF16949 and ISO13485 certifications, which additionally support requirements from these particular industries, building up systems for continuous quality improvements.

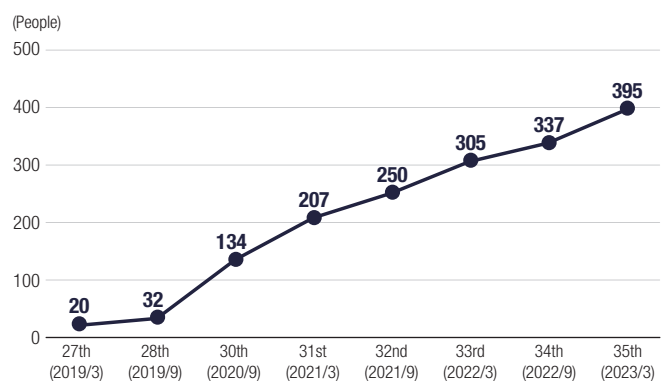
Each plant has a quality assurance department that is independent from the manufacturing department, assuming full responsibility for quality assurance operations. In addition, the Production Unit has the Office of Quality Assurance as a corporate-wide organization. By promoting cooperation among plants, it improves the corporate quality assurance system.

•The Quality Management and Quality Control Examination

The Quality Management and Quality Control Examination (QC KENTEI) is conducted under the certification of the Japanese Society for Quality Control. QC KENTEI is a written test that objectively evaluates the level of knowledge of quality control by dividing it into four grades*.

As part of our quality management education, we have introduced a system for taking examinations according to the content of work and background. A total of 395 employees thus far have passed the test since this initiative was started in 2019.

Accumulated Total of Successful QC KENTEI Examinees



* Each grade level

Grade 1: Candidates work in QC management or technical departments and require a high level of proficiency and understanding in all areas of quality control.

Grade 2: Candidates play a leading role in issues related to solving quality problems through the application of QC methodology.

Grade 3: Candidates include those with a basic understanding of QC methodology, members of Kaizen activities and students of industrial universities or colleges.

Grade 4: Candidates include new recruits, temp staff, high school and university students, and anyone interested in joining a company.

(From the website of the Japanese Standards Association)

•Sixth Quality Month

During the November quality month, we announced a special President's message, conducted plant evaluations, and gave awards for the best motto about quality that were submitted by our employees, and published them as a special article about quality control in our in-house magazine.

Plant evaluations were carried out at the Itoigawa Plant and the Shiojiri Plant under the theme of "Review management of in-house abnormalities." The General Manager from the Production Unit and Head from the Office of Quality Assurance took the lead on this and attentively checked on the mechanisms of abnormality management at individual processes as well as manufacturing shops in detail.



Plant evaluation scenes



•Preventive Measures Against Misconduct

In order to prevent misconduct, it is important that plant managers take the initiative to create an atmosphere that allows employees to express their opinions freely and show their determination to fight against it. Covering plants in Japan and overseas, plant managers (at domestic sites: by plant managers, at overseas sites: by presidents) conducted audits mainly with inspection results on whether quality-related laws and standards in addition to customers' contracts and specifications were observed.

Initiatives to Secure Product Safety

•Product Safety Activities

When we receive information from our customers that presents a high risk, such as information that threatens product safety, we promptly notify management. The mainstay of the response is moved to the Office of Quality Assurance from the plant to make appropriate responses.

In addition, we strive to assure product safety in manufacturing by complying with all laws and regulations in addition to relevant industrial standards of individual products.

Supply Chain Management

Basic Approach

The Shin-Etsu Polymer Group has established Green Procurement Standards to promote environmentally friendly procurement activities. Also, we have established the “CSR Procurement Guidelines” based on our recognition of the need for procurement activities, taking account of human rights, labor rights, and other social rights. With the understanding of our business partners, we are conducting responsible procurement in our supply chains to bring about a sustainable society.

CSR Procurement Promotion Activity

Under the Basic Procurement Policy of the Shin-Etsu Polymer Group, we consider it important to promote CSR activities across the entire supply chain. To achieve this goal, we aim to solicit understanding from business partners and promote CSR activities in tandem on the basis of the Shin-Etsu Chemical Group’s CSR Procurement Guidelines.

•Basic Policy and Guidelines to Promote CSR Procurement

Shin-Etsu Polymer Group Basic Procurement Policy

- 1 Legal compliance
- 2 Promotion of corporate social responsibility
- 3 Supplier selection
- 4 Development and review of the suppliers

CSR Procurement Guidelines

https://www.shinpoly.co.jp/en/sustainability/social/Procurement/main/00/teaserItems1/01/linkList/0/link/guide_shin-etsu_en.pdf

•CSR Procurement Promotion System

We established a CSR Procurement Subcommittee consisting of members mainly from the Purchasing Department and held regular meetings. In fiscal 2022, we conducted the following activities:

FY2022 Activities and FY2023 Plans

Items	FY2022 activities	FY2023 activity plans
Revision of the Basic Procurement Policy	Implementation of revisions, posted on website	Review of revision plan
Revision of CSR Procurement Guidelines and CSR procurement investigation questionnaires	Implementation of revisions to CSR procurement investigation questionnaires	Review of methods for evaluating survey results
CSR promotional activities through distribution of the CSR Procurement Guidelines to our business partners	Posted on website	Post continuously on the website
Survey for selected business partners using CSR procurement investigation questionnaires	Conducted in accordance with the plan	Scheduled to be implemented in accordance with FY2023 action plan

•Business Partner Survey

In order to understand the current status of our business partners' sustainability activities, we prepared questionnaires based on the "CSR Procurement Guidelines" and the "RBA Code of Conduct*." We have been conducting surveys since fiscal year 2018. In the FY2022 survey, as a member of the Shin-Etsu Chemical Group, we asked suppliers, including those overseas, to answer a total of 118 questions focusing on human rights.

* Responsible Business Alliance (formerly "EICC") (<https://www.responsiblebusiness.org/code-of-conduct/>)

•Compliance with the Subcontract Act

With regard to compliance with the Subcontract Act, we confirm that registration and renewal of each business partner is carried out without delay in accordance with the capital and transaction details of each business partner. In addition, we continue to work with employees who have contact with companies subject to the Subcontract Act, collaborating not only with personnel in the Purchasing Department but also with related internal departments.

Response to Conflict Minerals

The Shin-Etsu Polymer Group has established a policy on responding to conflict minerals. Under this policy, we continue our efforts to ensure zero use of any conflict minerals or minerals from OECD conflict and high-risk areas across the supply chain including in our business partners, thereby promoting responsible procurement.

WEB Conflict Minerals Policy
<https://www.shinpoly.co.jp/en/sustainability/social/mineral.html>

Declaration of Partnership Building

We agreed with the purpose of the "Council on Promoting Partnership Building for Cultivating the Future" promoted by the Cabinet Office and the Small and Medium Enterprise Agency and have announced the "Declaration of Partnership Building."

WEB Declaration of Partnership Building (In Japanese only)
<https://www.shinpoly.co.jp/ja/sustainability/social/procurement.html>



Human Resource Development

Shin-Etsu Polymer Human Resource Development Policy

Shin-Etsu Polymer is looking for “staff who promote creativity and innovation.” To achieve this goal, we will strive to create a workplace culture that encourages employees to take on the challenge to reach high goals that are stretchy and effective, and to foster a development PDCA cycle that emphasizes OJT that allows employees to turn on-site experience learning cycles.

In addition, we will provide an environment in which each employee can continue to learn so that they can independently feel that they want to learn, play an active role, and advance their careers.

The Type of Person We Are Looking For

Independence

- Acts independently
- Responds positively to change
- Continues their own self-improvement

“Staff who promote creativity and innovation”

Ability to get things done

- Proactive
- Finishes their work
- Quick

Leadership

- Empowers team members
- Guides, leads, and motivates
- Ability to use their resources

Communication

- Trustworthy and good at teamwork
- Responds with empathy to how others feel
- Properly communicates his/her opinion

Ability to plan and make proposals

- Makes strategies that identify the root of the problem
- Plans and implements solutions that utilize new ideas

Education / Training

We consider “staff development” to be the driving force of business continuity and development. We thus organize a wide variety of training programs for employees’ career development, which includes training to develop capabilities required by position, remote educational systems to support self-enlightenment and incentive systems for qualification acquisitions.

Training program

Name of training	Purpose	Subjects	Number of attendees in FY2022
Manager training	<ul style="list-style-type: none"> • Awareness shift towards management closer to executives • Reconfirmation of the general view and basics of management 	Managers	7
New manager training	<ul style="list-style-type: none"> • Awareness shift from an employee to a position responsible for management • Understanding of general view and basics of management as a manager 	New managers	19
Training for supervisor ranks	<ul style="list-style-type: none"> • Recognition of roles as mid-career and experienced employees • Cultivation of ability to instruct subordinates and junior employees 	Mid-career employees	48
Training in third year after joining the company	<ul style="list-style-type: none"> • Recognize the roles required for young employees • Improve job satisfaction and motivation 	Young employees	10
New employee training	<ul style="list-style-type: none"> • Attitude as working adults and corporate employees • Basic procedures and conduct towards work 	New employees	10 (Bachelor’s degree or higher) 18 (High school graduates)

Tutor System

Each new employee is assigned a tutor as a dedicated guide who focuses on training them for their new position. These tutors serve as role models and confidants for new employees. The tutors themselves also grow and develop through this very experience as a guide.

New graduate employees

(Unit: People)

Items		FY2020	FY2021	FY2022
Number of new graduates hired (Bachelor's degree or higher)	Male	8	5	6
	Female	1	1	4
	Total	9	6	10
Number of new graduates hired (High school graduate)	Male	10	9	16
	Female	0	3	2
	Total	10	12	18
Total		19	18	28

Human Resources System

The Shin-Etsu Polymer Group works on the development of human resources systems that encourage employees to take on challenges from the viewpoint of creating work environments where each and every employee can work in their own way and develop themselves. We have adopted a track-based human resources system consisting of multiple tracks for managers (based on expected roles) and general staff (based on duties and work locations). In addition to personal achievement, our personnel evaluation system also recognizes employees' ability to drive performance as well as teamwork that contributes to the organization. It therefore focuses on fairness and soundness. We will continue to work on creating systems that encourage employees to take on challenges and promote their growth.

Respect for Human Rights

Basic Approach

The Shin-Etsu Polymer Group respects the human rights of all people based on the Shin-Etsu Chemical Group Human Rights Policy. To enable our Group companies across the globe to perpetually continue respecting human rights, we comply with all international codes of conduct and actively promote activities to respect human rights.

The Shin-Etsu Group Human Rights Policy

1 Prohibition of discrimination

We do not discriminate at all on the basis of nationality, race, ethnicity, gender, religion, personal views, beliefs, age, social status, disability, sexual orientation, gender identification, labor union participation, health, marital status, political opinion or any other status.

2 Prohibition of damaging human dignity

We do not in any case conduct sexual harassment, power harassment, maternity harassment or any other acts that damage human dignity.

3 Protection of privacy

We protect the privacy of individuals and handle personal information properly in accordance with the applicable laws and regulations of each country.

4 Respect for basic labor rights

We respect workers' right to organize, the right of collective bargaining, and further rights given to workers to establish, maintain, and improve trust and good cooperative relationships through dialogue between labor and management.

5 Prohibition of child labor and forced labor

We prohibit our operations in all countries and regions from using child labor in accordance with the applicable laws and regulations of each country. We also prohibit the use of forced labor.

Conducting Compliance Assessments, Including Human Rights Risk Assessments

As part of our due diligence on human rights, the Group has been conducting human rights risk surveys in the value chain since 2018 to confirm that our business is conducted in accordance with the Shin-Etsu Chemical Group Human Rights Policy. In FY2022, we conducted a survey targeting approximately 70% of tier 1 suppliers in Japan and overseas. As a result, we confirmed that there were no serious violations to our human rights policy. The Group will continue to promote management that respects human rights.

Supplier Hotline

The Supplier Hotline is also available so that those outside the Group can report violations of human rights and procurement laws based on the CSR Procurement Guidelines and relevant laws. In FY2023, we established a point of contact available in English in addition to Japanese.

 Supplier Hotline

<https://www.shinpoly.co.jp/en/contact/contact17.html>

Work-Life Balance

Basic Approach

The Shin-Etsu Polymer Group strives to create encouraging environments so that each employee can enjoy working in a healthy manner in various life stages.

Employee Assistance for Various Life Events

We focus on developing environments to help employees balance work and various life events, such as childbirth and childcare by providing support exceeding the legal requirements and enhancing employee assistance. In response to the revision of the Childcare and Family Care Leave Act, we have created an environment that encourages male employees to participate in childcare and worked to increase the percentage of male employees taking childcare leave.

Usage of maternity, childcare and nursing care leave

Items	FY2020	FY2021	FY2022
Number of employees who took maternity leave (People)	2	5	5
Number of employees who took childcare leave (People)	2	4	15
Number of males included in employees taking childcare leave (People)	0	0	7
Percentage of female employees taking childcare leave (%) (Leave takers/ Number of births×100)	100	100	100
Percentage of male employees taking childcare leave (%)	0	0	77.7
Number of employees who used the reduced working time system to care for children (People)	17	16	13
Number of employees who took nursing care leave (People)	1	0	0



Comments from Male Employees Taking Childcare Leave

Ryota Ono

Accounting Department

Immediately after the birth, I was pretty busy at work and there was little time to be involved in childcare. This made me take childcare leave because I wanted more time to be with my child. I did not want to leave childcare to my wife alone and I wanted to actively be involved. Our company has an e-learning system for childcare leave and it was easy to take it, so I took two weeks of childcare leave.

During the childcare leave period, I took care of my child as much as possible (changing diapers, preparing milk, cuddling, etc.). Also, I did all the housework (cleaning, washing, cooking, etc.) so my wife could recover from childbirth.

By taking childcare leave, I could get used to childcare and I learned through experience how difficult it is to raise children. I feel that those two weeks were valuable because I got a lot of time to be with my child, and I could see my child grow up and begin to speak. My wife was not feeling well after giving birth, and she was mentally and physically exhausted due to lack of sleep and nursing in the middle of the night. She said that my support was a big help to her.

Health Promotion

•Employee Assistance Program (EAP)

Shin-Etsu Polymer and its domestic Group companies have introduced the Employee Assistance Program (EAP) to help employees and their families lead healthy lives, both physically and mentally. Through this program, employees can consult professionals in various fields on a wide range of topics including mental and physical health, childcare, and nursing care. Toll-free calls and e-mail are used to protect privacy.

In addition, we regularly provide useful health-related information via our internal network to raise awareness of mental health and health management.

•Promoting the Use of Annual Paid Leave

We encourage employees at each workplace to regularly take annual paid leave. The employees can still use a certain number of days of expired annual paid leave as accumulated paid leave in cases of non-occupational injury and illness, nursing care, childcare, participation in social contribution activities, and the like.

Usage of annual paid leave

Items	FY2020	FY2021	FY2022
Average annual paid leave granted (Days)	19.0	19.0	18.7
Average use of annual paid leave (Days)	11.2	12.2	12.8
Annual paid leave taken (%)	59.3	64.4	68.4

•Initiatives to Ensure Proper Working Hours

Overtime remained at the same level as the previous year as the number of busy workplaces increased along with the expansion of business performance. We will continue to work to improve operational efficiency and reduce overtime working hours.

Average monthly overtime (per person)

Items	FY2020	FY2021	FY2022
Hours/month	10.4	13.2	13.4

* In comparison to set working hours

Diversity & Inclusion

Basic Approach

The Shin-Etsu Polymer Group encourages an organizational culture that enables every employee to respect different individual values and backgrounds and to fully demonstrate their abilities.

Current Employment Situation

Items		FY2020		FY2021		FY2022	
		Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Number of employees	Male	793	1,902	794	2,023	799	1,946
	Female	203	3,187	207	3,134	206	2,760
	Total	996	5,089	1,001	5,157	1,005	4,706

Initiatives for Promoting Women's Participation and Advancement

Based on the Action Plan that was established in accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace, we promote working environments where women can play active roles for long periods of time, develop, and thrive in the workplace. This fiscal year, we started a project centered on female managers.

Action Plan to Promote Women's Participation and Advancement

April 2021 – March 2026

- ① Increase the proportion of female managers by 30% (compared to fiscal 2021)
- ② Reduce the gender difference in the average years of service to three or less
 - Develop female managers
 - Develop worker-friendly environments for both male and female employees

Status of Female Employees

Items		FY2020	FY2021	FY2022
Managers	Male	302	311	302
	Female	10	10	10
	Ratio of women (%)	3.21	3.11	3.21
Supervisors	Ratio of women (%)	19.24	21.91	25.81
Average duration of service (Years)	Male	20.8	20.6	20.7
	Female	15.7	16.7	17.6

FY2022 Wage Difference between Men and Women (%)

All workers	Full-time workers	Part-time/fixd workers
67.3	69.0	52.5

Calculated based on the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life"



Comments from a Female Manager

Atsuko Tanaka

Development and Planning Group

My Work History and Work as a Manager

After joining the company as a mid-career hire, I first worked at the Intellectual Property Department and now I belong to the Development and Planning Group. I mainly conduct technology trend research and market research, and I am also in charge of the idea generation platform. Due to my work, I have the opportunity to talk with people from many departments. Now I have left work related to development, but I'm still exposed to various products and technologies, and this is something I like about my work.

Promoting Women's Future Participation and Advancement

After joining the company, I gave birth to two children, took about a year of childcare leave for each of them, and returned to work. I think I have been able to get this far thanks to the use of various internal systems and the understanding of those around me. There are still few female managers, but I hope they will continue to use their individual abilities and expand their fields of activity without being bound by existing ideas.

Employment of People with Disabilities

By positively supporting the employment of people with disabilities, we aim to become a company where diverse staff can play active roles. We will continue to accept interns from special needs schools, improve collaboration with such schools, and continually address the employment of people with disabilities from a long-term perspective.

Number / Ratio of Employment of People with Disabilities

Items	FY2020	FY2021	FY2022
Number of employees with disabilities (people)	23	25	22
Employment ratio of people with disabilities (%)	1.98	2.13	2.19

Continued Employment of Retirees

We re-employ those who want to continue working after reaching the mandatory retirement age until the legal re-employment obligation age. Leveraging their knowledge, expertise, and experience built over years, these re-employed workers pass on their valuable skills to the next generation and will continue playing a key role after re-employment. We will continue to update our systems to enable re-employed workers to play more active roles.

Number/Employment Rate of Re-Employed Employees

Items	FY2020	FY2021	FY2022
Number of retired employees (people)	41	31	29
Number of re-employed workers after retirement (people)	39	29	25
Post-retirement re-employment rate (%)	95.1	93.5	86.2
Employment rate among those wishing to be re-employed (%)	100	100	100

Mid-Career Recruitment

We continuously recruit talent based on our medium to long-term business strategy, embracing people with diverse experiences and values, in order to revitalize our organization and to develop our business.

Number/Rate of Mid-Career Hires

Items	FY2020	FY2021	FY2022
Number of mid-career hires (people)	4	24	23
Proportion of mid-career hires (%)	18.2	57.1	47.9

Occupational Health and Safety

Basic Approach

Under the management goal of heightening the safety and health awareness to eliminate accidents, employees of the Shin-Etsu Polymer Group work together as one to reduce risks at workplaces.

Shin-Etsu Polymer Group Environmental Security Policy

Recognizing that safety, disaster management, and environmental protection are among the top management priorities, our Group makes collective efforts including the following:

- 1 creating safe, comfortable, and eco-friendly workplaces with the aim of eliminating occupational accidents, occupational diseases, and environmental accidents,
- 2 observing all relevant laws and regulations,
- 3 preventing disasters and environmental accidents by promoting risk management and minimizing risks (promotion of risk assessments),
- 4 raising awareness of safety, disaster prevention, and environmental conservation via education, and
- 5 obtaining trust from society by openly disclosing information about the current status of all our environmental security activities.

Initiatives for Environmental Security Management

•Eliminating Workplace Accidents

In addition to performing regular risk assessments of facilities and operations based on our occupational health and safety management system, we promote risk prediction training (“KYT”) and 5S+1A activities. In 2022, we encouraged workplace calisthenics before work, communication for near-miss elimination & precaution reporting, and pointing and calling as a bottom-up activity in the manufacturing department to improve individual employees’ sensitivity toward risks.

•Environmental Security Audits

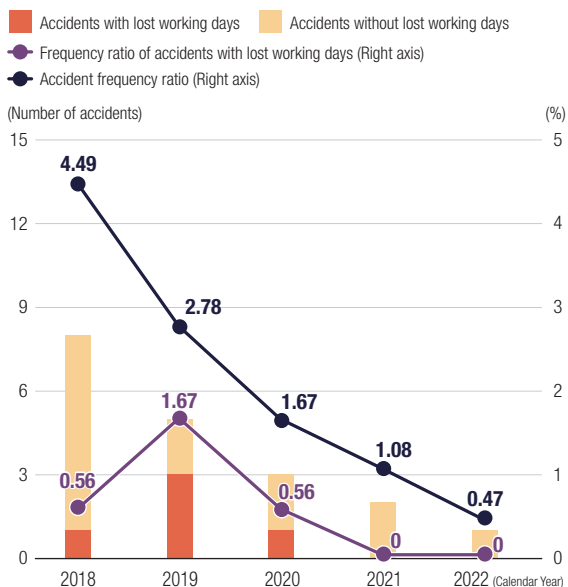
We conduct annual environmental security audits to check whether environmental security activities (safety and health, disaster prevention, environment and waste, and compliance) are properly implemented at all domestic and overseas plants.

In FY2022, on-site audits were not conducted at two domestic plants out of seven and four overseas plants in order to prevent COVID-19 infections. For these plants, audits took place through documentation in the form of web-based audits. As a special audit, we checked the inspection status and management of “safety devices on facilities and machinery.”

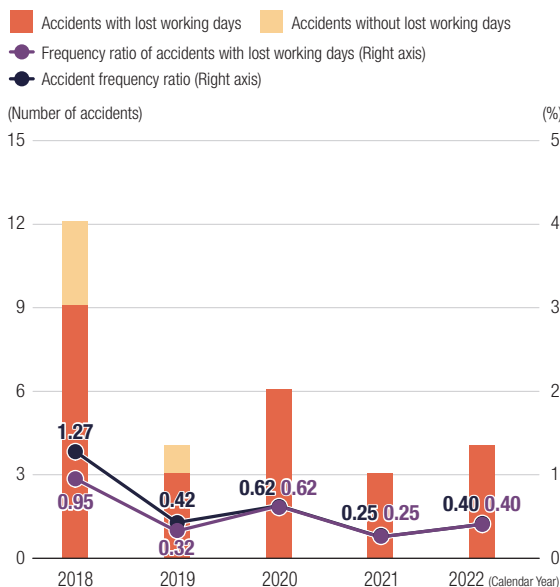
•Work Time Accidents Report for 2022

The number of accidents that occurred at domestic and overseas plants was five, including one in Japan (no accident with lost working days) and four overseas (all accidents with lost working days). Most of the victims were younger employees with less than three years of experience. They were mainly caused by human error. In response to the large number of incidents of a hand or finger getting caught in machinery, we reviewed our non-stationary work instruction and offered employees opportunities to re-educate themselves. We will continue to promote safety education, KYT, and other initiatives to reinforce safety measures at each workplace.

Workplace Accidents / Accident Frequency Ratio (Domestic)



Workplace Accidents / Accident Frequency Ratio (Overseas)



* The graphs are divided due to differing definitions of workplace accidents between Japan and overseas.

Social Contribution Activities

Basic Approach

Based on the concept of “making efforts to coexist with local communities,” we carry out health and safety, communication with communities, and humanitarian/disaster relief activities to promote coexistence and mutual prosperity. In relation to the implementation status of such activities, we openly disclose all relevant information.

Communication with Communities

•Volunteer Activities to Repair Bridges – Expressing Gratitude to Infrastructure –

We participated in the Mizube no Hashi Migaki event, an event related to infrastructure maintenance in Shunan City, Yamaguchi Prefecture, where the Nanyo Plant is located. This event is a bridge maintenance activity for Matsumuro Ohashi Bridge, a bridge with a long life that turned 100 years old two years ago (Japan's oldest steel simple truss bridge that can be used without being relocated after construction). This is an activity to polish up the bridge expressing gratitude for the infrastructure that has supported the lives of the local people.

For the purpose of extending the life of bridges as much as possible, the “CATS-B (Bridge Guard),” a voluntary organization consisting of volunteers from industry, government, academia and the private sector, has been working to inspect and clean bridges. In this activity, “Polymer-Ace,” our product for infrastructure maintenance, was used to repair the bridge.

We will continue to contribute to local communities by providing maintenance products for easy and long-life installation.



Applying “Polymer-Ace” to the bridge

•Volunteer Activities for the Elderly in the Community

The Rider and Bikers Club of Shin-Etsu Polymer (Malaysia) Sdn. Bhd. visited the elderly housing in Putrajaya to donate food and supplies needed by the elderly. They also conducted social contribution activities such as cleaning to improve the environment in the surrounding area.



Cleaning activities

•Donating to the Community at the Children’s Day Event

Hymix Co., Ltd. (Thailand) donated stationery, food, presents, etc. to Donhuaroh City Hall and Dondamrongtham Elementary School in the area as part of the 2023 Children’s Day activity. In Thailand, the second Saturday of each January is designated as Children’s Day, and events related to Children’s Day are held at public facilities and elementary schools throughout Thailand.



Hymix employees prepared gifts

• Beautification Activities

At production sites, we continuously conduct beautification activities in the neighborhood as local community members. The Tokyo Plant conducts a monthly program for picking up garbage in the community around the plant. Also, the Kodama Plant and the KitchaNista Chikusei Plant conduct beautification twice a year, while a total of 130 employees participated in beautification cleaning at the Itoigawa Plant as part of Environment Month in June. Many employees are engaged in beautification activities in local communities.



In the “Clean Campaign” held at the Chikusei Plant in October

Health and Safety

• Traffic Safety

Throughout the year, the Tokyo Plant checks to make sure commuters are using their seatbelts during the morning commute, while also striving to enhance employee observance of the Road Traffic Act and strict enforcement of safe driving.

At the Shiojiri Plant Young Driver Club and Shin-Etsu Polymer India Pvt. Ltd. (India), we worked for the safety of the community and worked with the local police to encourage safe driving. In addition, Suzhou Shin-Etsu Polymer Co., Ltd. hosted a traffic safety knowledge workshop with the Fen Hu Traffic Police with 51 people participating and recommended by individual departments. Each plant is striving to cultivate safety awareness.



A reflective mark is affixed to an electric motorcycle during the SC safety workshop

• Blood Donation

Shin-Etsu Polymer (Malaysia) Sdn. Bhd. hosted a blood drive, with 120 employees participating. We did this to save as many lives as possible while keeping an eye on the health of the blood donors.



Blood Donation