

Social data

Basic information

Item			Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
number of employees	male		Group	Number of people	367	377	388	394	400	406	
	woman				45	48	47	53	54	55	
	total				412	425	435	447	454	461	
	Percentage of women among employees			%	11	11	11	12	12	12	
	male		Osaka Organic Chemistry	Number of people	330	338	349	352	353	357	
	woman				41	43	42	47	48	49	
	total				371	381	391	399	401	406	
	Percentage of women among employees			%	11	11	11	12	12	12	
Average age	male		Group	age	41.0	40.8	40.8	41.1	41.3	41.4	
	woman				37.1	37.7	38.0	37.3	38.3	38.6	
	total				40.6	40.4	40.5	40.7	41.0	41.1	
	male		Osaka Organic Chemistry		40.7	40.4	40.3	40.7	40.8	41.1	
	woman				37.0	37.5	37.7	37.1	38.0	38.2	
	total				40.3	40.1	40.0	40.3	40.5	40.7	
Average years of service	male		Group	Year	16.7	16.6	16.5	16.9	17.0	17.0	
	woman				11.3	11.5	12.0	11.5	12.1	12.1	
	total				16.1	16.0	16.0	16.4	16.4	16.4	
	male		Osaka Organic Chemistry		17.0	16.8	16.6	17.1	17.2	17.4	
	woman				11.4	11.8	12.2	11.7	12.3	12.2	
	total				16.4	16.2	16.1	16.4	16.6	16.8	
Average salary			Osaka Organic Chemistry	Thousand yen	7,861	7,492	8,049	8,105	7,942	7,781	
Wage Gap between Men and Women (Ratio of women's wages to men's wages)※ 1	regular worker		Osaka	%	※ 1 : wage:Includes basic salary, compensation for overtime work, and bonuses, but excludes retirement allowance and commuting allowance				74.7	79.6	
	non-regular workers ※ 2		Organic						82.1	75.1	
	all workers		Chemistry		※ 2 : Including contract workers, excluding dispatched workers				74.8	79.6	
Turnover	Only for personal reasons		Osaka Organic Chemistry	%	2.4	2.4	1.3	2.3	2.7	2.5	
	Including retirement				3.5	3.4	2.6	3.0	3.7	3.4	
Persons taking childcare leave	male		Osaka Organic Chemistry	Number of people	0	1	2	1	1	4	
	woman				4	2	2	3	2	2	
Persons taking childcare leave (special paid leave)	male		Osaka Organic Chemistry		-	-	-	3	7	11	
	woman				-	-	-	0	0	0	
Persons entitled to take childcare leave	male		Osaka Organic Chemistry		21	23	13	9	8	18	
	woman				4	2	2	3	2	2	
Number of hires	total	male	Osaka Organic Chemistry	%	20	18	19	14	14	15	
		woman			4	4	1	6	4	3	
		woman hiring ratio			17	18	5	30	22	17	
	Hiring new graduates	male		Number of people	14	16	15	13	10	10	
		woman			2	3	1	6	3	2	
		total			16	19	16	19	13	12	
	Mid-career recruitment	male		%	6	2	4	1	4	5	
		woman			2	1	0	0	1	1	
		total			8	3	4	1	5	6	
		Adoption rate			33	14	20	5	28	33	
total		Number of people	24	22	20	20	18	18			
Number of managers	Equivalent to a section chief (stage5)	male	Osaka Organic Chemistry	Number of people	45	44	41	43	44	40	
		woman			2	2	2	2	2	5	
	Equivalent to the director (stage6-7)	male			34	38	41	37	39	43	
		woman			0	0	0	0	0	0	
		total			81	84	84	82	85	88	
	Ratio of women in managerial positions to the ratio of women in employees			%	22	21	22	21	20	47	
Retention rate 3 years after joining the company			%	100	88	82	91	85	65		

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Respect for human rights

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Compliance education attendance rate		Osaka Organic Chemistry	%	100	100	100	100	100	100
Number of child labor		Group	number	0	0	0	0	0	0
Number of forced labor		Group	number	0	0	0	0	0	0

Creating a safe and comfortable workplace

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Engagement survey judgment result		Osaka Organic Chemistry	-	-	-	C judgment Top 30%~ 45%	C judgment Top 30%~ 45%	C judgment Top 30%~ 45%	D judgment Subordinate 35%~55%
(Ease of work) Paid acquisition rate		Osaka Organic Chemistry	%	57.3	59.3	58.3	55.6	59.1	64.2
(Ease of work) Flex introduction rate (Excluding shift workers)		Osaka Organic Chemistry	%	32.6	37.5	55.6	58.5	59.2	58.7
(Health) Acquired a good health corporation		Osaka Organic Chemistry	-	-	-	Start study	Unacquired	Acquisition	Acquisition
(Safety) Number of lost time accidents		Group	number	1	0	0	3	2	0
(Safety) Number of non-stop accidents		Group	number	5	5	4	2	2	3

Diversity of human resources

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Rate of taking childcare leave and leave for childcare	male	Osaka Organic Chemistry	%	0	4	15	44	100	83
	woman			100	100	100	100	100	100
Employment rate of people with disabilities		Osaka Organic Chemistry	%	1.69	1.55	1.51	1.47	1.47	1.45

CSR Crocurement

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Approval rate for our CSR procurement guidelines (Purchase amount base)		Osaka Organic Chemistry	%	-	-	-	54	84	87

Contribution to the area where the office is located

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Areas for solving social issues Number of activities with / per month		Osaka Organic Chemistry	number	-	-	2.3	2.5	4.0	5.2

Stakeholder engagement

Item		Coverage	Unit	FY 2024 (Qualitative goal)					
Promotion of dialogue centered on sustainability		Osaka Organic Chemistry	-	Demonstrate existence value by facing the sustainability of society are doing					

Contribution to a safe and comfortable life
Sustainability management

Item		Coverage	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
New sales ratio (cumulative for the past 4 years)		Osaka Organic Chemistry	%	7.1	7.5	7.9	6.9	12.1	9.4