

Social data

Basic information

Item		Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024		
number of employees	male	Group	Number of people	388	394	400	406	407		
	woman			47	53	54	55	56		
	total			435	447	454	461	463		
	Percentage of women among employees	Osaka Organic Chemistry	%	11	12	12	12	12		
	male			Number of people	349	352	353	357	356	
	woman				42	47	48	49	50	
	total				391	399	401	406	406	
	Percentage of women among employees	Chemistry	%	11	12	12	12	12		
male	age			40.8	41.1	41.3	41.4	41.9		
woman				38.0	37.3	38.3	38.6	39.5		
total		40.5	40.7	41.0	41.1	41.6				
Average age	male	Osaka Organic Chemistry	Year	40.3	40.7	40.8	41.1	41.4		
	woman			37.7	37.1	38.0	38.2	39.1		
	total	40.0		40.3	40.5	40.7	41.1			
	male	Group		Year	16.5	16.9	17.0	17.0	17.5	
	woman				12.0	11.5	12.1	12.1	12.9	
total	16.0		16.4		16.4	16.4	16.9			
Average years of service	male	Osaka Organic Chemistry	Year	16.6	17.1	17.2	17.4	17.7		
	woman			12.2	11.7	12.3	12.2	12.9		
	total	16.1		16.4	16.6	16.8	17.1			
	Average salary			Osaka Organic Chemistry	Thousand yen	8,049	8,105	7,942	7,781	8,096
	Wage Gap between Men and Women (Ratio of women's wages to men's wages)※ 1	regular worker		Osaka Organic Chemistry	%	※ 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		※ 2 : Including contract workers, excluding dispatched workers				82.1	75.1	-		
all workers		74.8	79.6			79.6				
Turnover	Only for personal reasons	Osaka Organic Chemistry	%	1.3	2.3	2.7	2.5	2.7		
	Including retirement			2.6	3.0	3.7	3.4	3.9		
Persons taking childcare leave	male	Osaka Organic Chemistry	Number of people	2	1	1	4	2		
	woman			2	3	2	2	2		
Persons taking childcare leave (special paid leave)	male	Osaka Organic Chemistry		-	3	7	11	1		
	woman			-	0	0	0	0		
Persons entitled to take childcare leave	male	Osaka Organic Chemistry		13	9	8	18	3		
	woman			2	3	2	2	3		
Number of hires	total	Osaka Organic Chemistry		%	19	14	14	15	14	
					woman	1	6	4	3	2
					woman hiring ratio	5	30	22	17	13
	Hiring new graduates			Number of people	15	13	10	10	12	
			woman		1	6	3	2	1	
			total		16	19	13	12	13	
	Mid-career recruitment		Number of people	4	1	4	5	2		
				woman	0	0	1	1	1	
				total	4	1	5	6	3	
	Adoption rate		20	5	28	33	19			
Number of managers	Equivalent to a section chief (stage5)	Osaka Organic Chemistry	Number of people	41	43	44	40	43		
				woman	2	2	2	5	5	
	Equivalent to the director (stage6-7)			41	37	39	43	42		
				woman	0	0	0	0	0	
	total			84	82	85	88	90		
	Ratio of women in managerial positions to the ratio of women in employees			22	21	20	47	45		
Retention rate 3 years after joining the company			%	82	91	85	65	74		

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Respect for human rights

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Compliance education attendance rate	Osaka Organic Chemistry	%	100	100	100	100	100
Number of child labor	Group	number	0	0	0	0	0
Number of forced labor	Group	number	0	0	0	0	0

Creating a safe and comfortable workplace

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
(Ease of work) Paid acquisition rate	Osaka Organic Chemistry	%	58.3	55.6	59.1	64.2	65.9
(Ease of work) Flex introduction rate (Excluding shift workers)	Osaka Organic Chemistry	%	55.6	58.5	59.2	58.7	61.5
(Health) Acquired a good health corporation	Osaka Organic Chemistry	-	Start study	Unacquired	Acquisition	Acquisition	Acquisition
(Safety) Number of lost time accidents	Group	number	0	3	2	0	2
(Safety) Number of non-stop accidents	Group	number	4	2	2	3	6

Diversity of human resources

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	
Rate of taking childcare leave and leave for childcare	male	Osaka Organic Chemistry	%	15	44	100	83	100
	woman			100	100	100	100	67
Employment rate of people with disabilities	Osaka Organic Chemistry	%	1.51	1.47	1.47	1.45	2.16	

CSR Procurement

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Approval rate for our CSR procurement guidelines (Purchase amount base)	Osaka Organic Chemistry	%	-	54	84	87	90

Contribution to the area where the office is located

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Areas for solving social issues Number of activities with / per month	Osaka Organic Chemistry	number	2.3	2.5	4.0	5.2	7.5

Contribution to a safe and comfortable life

Sustainability management

Item	Coverage	Unit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
New sales ratio (cumulative for the past 4 years)	Osaka Organic Chemistry	%	7.9	6.9	12.1	9.4	10.6