

Creating a sustainable organization resilient to change by realizing a work environment where human rights are respected and diverse people can thrive

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Under its HR Philosophy, “Respect diversity and collaboration,” the Sanyo Chemical Group operates an HR system based on its HR policy, “Creating an environment in which individual abilities can be maximized.”

While accurately grasping changes in the business environment and flexibly incorporating the voices of on-site staff, we will hold discussions at the Sustainable Management Committee, etc., to create a better organization.

■ Promoting WakuWaku management

Upholding “people-oriented management,” the Group has established a system that allows everyone to take on challenges independently, aiming to be a company where each employee can grow with the company and feel job satisfaction and happiness. We promote “WakuWaku management,” which further deepens “people-oriented management,” to put the spotlight on each individual, build a strong framework for One Team with a focus on profits, inspire WakuWaku feeling from all stakeholders, and realize a sustainable organization resilient to change.

Since FY2024, we have operated an organizational evaluation system aimed at maximizing organizational performance, and since FY2025, we have introduced an internal job posting system to help employees realize their own career visions. This will foster career ownership among employees, and by bringing in talent with new knowledge and experience into the organization, we expect to promote innovation and strengthen organizational capabilities. We will enhance this system as one of the pillars of our HR policy to accelerate WakuWaku management.

■ HR development and strategy

The Group actively promotes DEI, and an attitude of embracing diversity and a compliance mindset are becoming ingrained in our corporate culture.

We will further focus on maximizing the potential of our diverse workforce and improving the vitality of the entire organization. Specifically, we will focus resources on visualizing HR information and expanding programs that improve strategic planning and proposal capabilities. We will promote company-wide initiatives and regularly evaluate and review their progress to refine our systems and steadily support our organization’s growth and each employee’s success.