

Location	Shanghai, China		
Site area	30,000m ²		
Established	December 1997		
Employees	168 (as of March 2021)		
Main products	Water-based fluoropolymer paint, oil-based fluoropolymer paint, powder paint		
Certified	ISO 9001	October 2020	
	ISO 14001	September 2020	
	ISO 45001	October 2020	
	Green Heart Factory	September 2017 Rank: Bronze	

Environment: Reducing Environmental Impacts

■ Reducing waste

We reduced the amount of waste we generate by around 5 tons by switching from small to larger packaging designs. We reduced the amount of sludge by about 2 tons by upgrading our sludge pressure filter equipment to process sludge in a timelier manner.

■ Conserving electricity

We reduced CO₂ emissions by 7 tons over the course of the year by switching the lighting in the technical lab to LED.

Environment: Environmental Communication

■ Environment contest

Every year, we hold a contest for the environment.



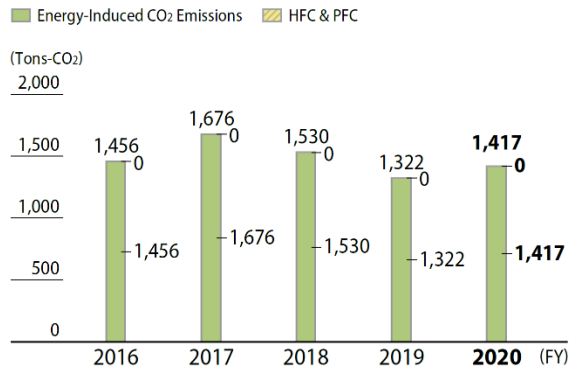
■ Environmental training

We regularly invited outside experts to lead our environmental training.

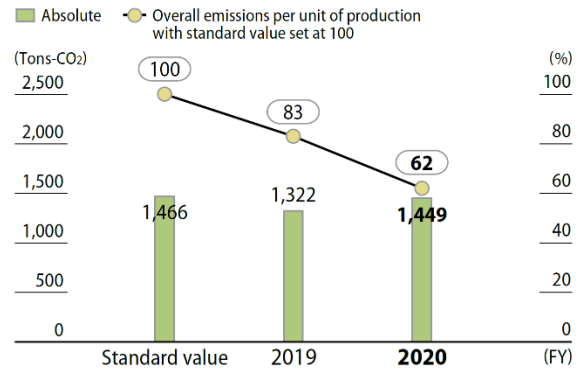


Environment: Environmental Performance Data

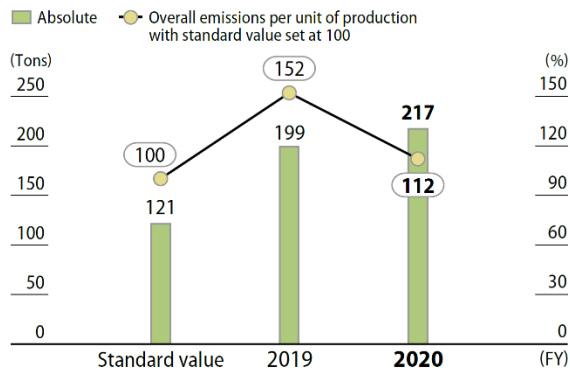
Greenhouse gas emissions



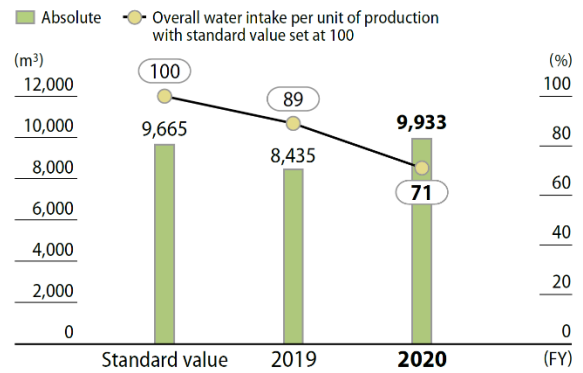
Energy-induced CO₂



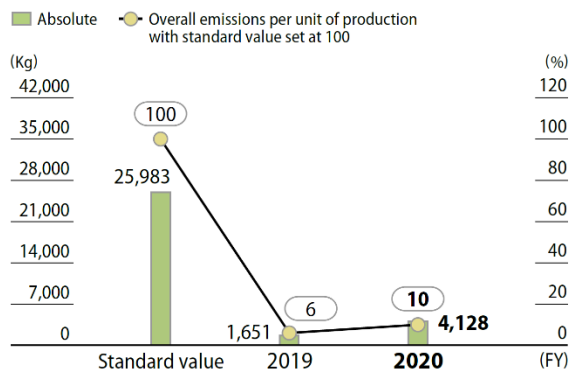
Waste (Including valuable materials)



Water intake



VOC emissions



Customer Satisfaction: Improving Product Quality

■ Implementing quality patrols on the manufacturing floor

Our quality workers conducted one patrol for each production process on the manufacturing floor daily in the morning and afternoon to reduce defects and complaints and increase customer satisfaction. Each patrol lasts around one hour. Issues found during patrols are quickly escalated to the department head to implement improvement measures and examine ways of improving quality.

■ Special inspection service to meet the unique needs of customers

Our special inspection service is intended to satisfy customer needs while also ascertaining the situation regarding the variable quality of products, immediately identify the cause in case of quality issues, and implement the necessary countermeasures to ensure stable and improved product quality.

Customer Satisfaction: System to Reflect Customer Needs

■ Developed ST series products

Our customers required a solution for reducing the frequency of susceptibility to surface scratching when using fluorine coatings.

First, we communicated with customers thoroughly to fully understand the cause and background to these issues and identify the cause. Depending on this, we jointly explored technological solutions together with customers, coming up with the ST series of products with unique surface structure that completely resolves these issues.



Human Resources: Training for Employees

■ Leadership camp and networking session

In April 2020, we held the DFS leadership camp and networking session. Participants visited DIS and DCC to learn about manufacturing basics within the Group and network with one another. Participants also learned how to make proactive recommendations at work, improve the workplace, and establish an environment conducive to learning. The camp and networking session helped to foster a new approach to managing employees among DFS' leadership.



■ Business etiquette seminar for women

The business etiquette seminar for women provides new awareness and knowledge concerning a host of situations during the course of daily work. Topics include business entertainment, meetings, business card exchanges, make-up at work, sitting, greetings and how to hand deliver paperwork, each unique to a Japanese company.



■ Manager level training

DCC hosts training for managers and accounting staff. After standard learning covering the corporate philosophy, regulatory systems, finance and budgeting, approvals, applications and confidentiality, participants also received a refresher on Group rules.

They also learned about top and bottom *Ho-Ren-So* to fulfill the roles expected of employees in leadership positions. Discussions and practical learning were also held based on the current situation at DFS. At DFS, training for manager-level employees covered finance, corporate planning, and legal affairs.



■ Japanese language learning

We offer introductory and intermediate level Japanese language classes for employees. Introductory class participants had a strong appetite to learn and actively engaged in their weekly studies. Even on the coldest day of the year, participants still attended class despite the weather and showed a commitment to help one another during the course of their studies.



The intermediate class focuses on conversation and improving knowledge of business terminology. Participants with different overall language abilities were able to develop an understanding of Japanese culture, use expressions, and better understand nuances through their interactions with the Japanese national instructor.

The classes also served to connect participants from different departments and classes and increased their interactions outside of work.

Human Resources: Occupational Safety and Health

■ External training on protective equipment

Employees took part in an external training session on protective equipment to ensure proper use at work and secure employees' health and safety in the workplace.



■ First aid class

We held a basic first aid class for employees to increase their response capabilities to sudden unforeseen accidents.



Communities: Environmental Protection

■ Reusable shopping bag

We made a reusable shopping bag to help cut down the use of plastics.



■ Tree planting

Every year we participate in a tree planting event.



Communities: Other Local Activities

■ Volunteering

We established the DFS volunteer team to work on jointly fostering a community and roll out employee volunteer work that benefits social services. During the course of this volunteer work, we encourage employees to promote our products.



■ International Volunteer Day

We participated in the International Volunteer Day held near the plant.



External Evaluation: Awards

■ 2019 Guobiao Standards (Chinese National Standards) Carbon Steel Non-stick Cookware Category (Participating Developing Company)

National Technical Committee 410 on Food Beverage and Cooking Metal Utensil of Standardization Administration of China

Industry Standard Drafting Company



■ 2019 Shanghai Xinzhuang Industrial Zone

Fiscal 2018 Outstanding Company in Work Safety

Xinzhuang Industrial Zone Businesses Award



■ 2019 Compassion overseas relatives and love for the community

Xinzhuang Industrial Zone Branch Office of Communist Party of China Award



■ 2020 Industrial Zone Top 100 Business

Xinzhuang Industrial Zone Businesses Award

