



Location	Changshu, China	
Site area	492,000m ²	
Established	April 2001	
Employees	1,140	
Main products	Fluororesins, fluoroelastomers	
ISO 9001 certified	April 2005	
ISO 14001 certified	July 2006	
OHSAS 18001 certified	March 2009	
Green Heart Factory certified	November 2017 rank: Gold	
Super Green Heart Factory certified	March 2014	

Environment: Efforts to Reduce Environmental Impact

■ Efforts to save electricity and conserve water

In 2019, we saved approximately 12,000 tons of vapor by enhancing drain and valve inspection by each of our manufacturing divisions so that they could replace them immediately after they would find leakage.

We conserved about 100,000 tons of water annually through the recycling of wastewater from our plant.

Manufacturing Section 5 conserved about 2000 tons of water that year by reusing the circulating water of vacuum pump.

■ Waste reduction

We reduced the amount of hazardous waste generated by collecting 2.5 tons of waste R22 and 95 tons of waste methanol that were generated during the maintenance of refrigerators.

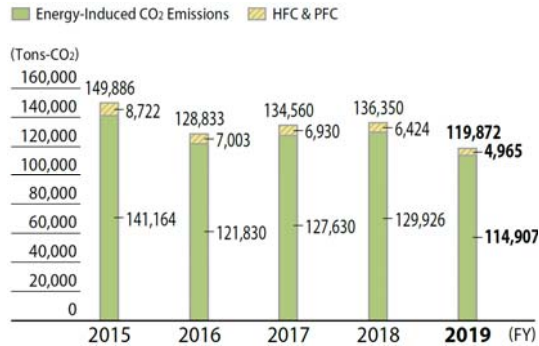
Environment: Environmental Communication Examples

■

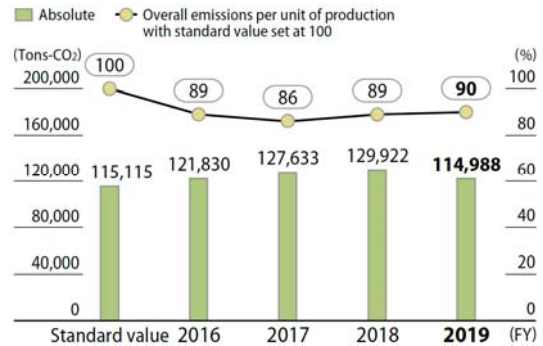
We held an environment awareness class at Shimao Elementary School, Changshu.

Environment: Environmental Performance Data

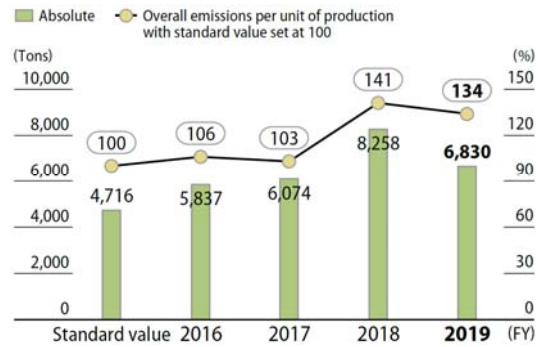
Greenhouse gas emissions



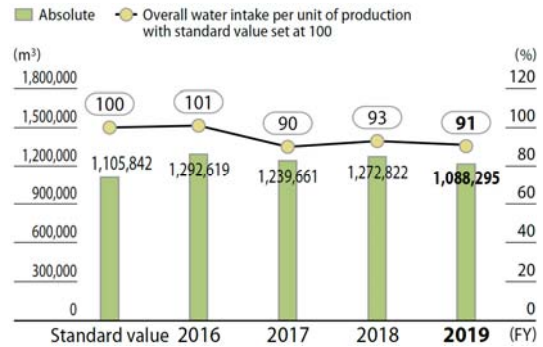
Energy-induced CO₂



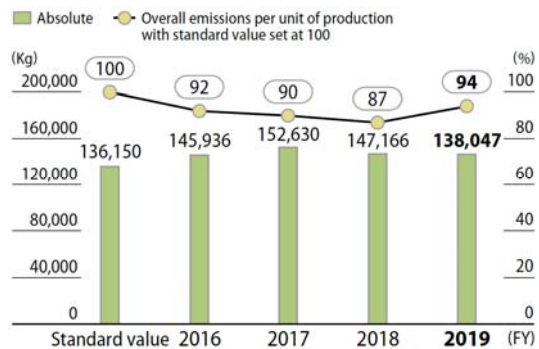
Waste (Including valuable materials)



Water intake



VOC emissions



Customers Satisfaction: Efforts to Improve Product Quality

■ PTFE quality improvement

In response to requirements for high quality from our semiconductor customers, we reduced quality problems of contamination and crack through process improvement and enhanced control.

■ Expanded scope of IATF16949 certificate

After obtaining the certificate in October 2018, we expanded its scope to all FKM products in August this year.

Customers Satisfaction: System to Reflect Customer Needs

■ Customer support activity

We will incorporate the needs of our important customers into product development and modification through our company-wide customer support activity.

■ Utilization of Analysis Center

We will improve customer satisfaction by promoting collaborative creation with customers and quickly responding to their requests.

Human Resources: Training for Employees

■ Newcomers camp, sales force camp, financial camp, executive camp, executive training, camp for growth, coach training

We held a newcomers camp in October of this fiscal year.

From March to May 2019, our sales divisions held SBU camps for their sales staff in which the relationship between sales and engineering divisions were reinforced and participants examined themselves, set their goals, and interacted among one another.

In 2019, each of our business sites held executive training and camp for section and department managers to improve their management skill. From August to November 2019, we also held camps for growth that were designed to reinforce the company's business operation and develop human resources who would be managers.

In order to revitalize the organization, we have been providing regular coach trainings since April 2019.



Human Resources: Promoting Diversity

■ Female Empowerment Project

Female Empowerment Project, inaugurated in October 2019, has been holding events for female employees such as Ikebana and makeup classes at each site to help their cultural enrichment as well as identify their gender-specific problems for the achievement of higher female retention rate and their further empowerment.

Communities: Environmental Protection Activities

■ Clean-up activities

We carried out a clean-up activity in Yushan Mountain in Changshu with local safety and environment personnel and CSR members.

(Annual event)



Communities: Support for Educational Activities

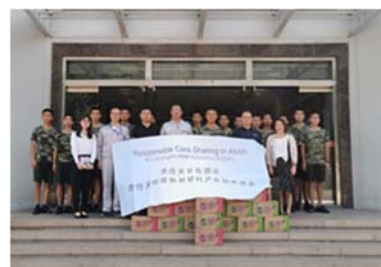
■ Class at Changshu Binjiang School of Vocational Technology

The Deputy Manager of TRCC provided a lecture in a chemistry class at Changshu Binjiang School of Vocational Technology.

Communities: Other Regional Activities

■ Support for local fire department

We made a donation with RC committee members to the fire department in the industry park.



■ **Donation to elementary school and welfare home**

We made a donation to Haiyu Elementary School.



■ **Visit to a senior's home**

We visited a senior citizen's home and made a donation to it.

(Continued from last fiscal year)



External Evaluation: Awards

■ Top Runner for Corporate Green Development

We made the top 10 of Green Growing Companies in Jiangsu Province and were recognized as the “Top Runner for Corporate Green Development”.

Host Organization:
Department of Ecology and Environment of Jiangsu Province
Recipient:
DCC



■ Company with strict contract compliance and focus on trust

Host Organization:
The People's Government of Changshu City
Recipient:
DCC



■ Municipal-level Safe Company FY2019

Host Organization:
Suzhou City “Safe Company” Evaluation Group
Recipient:
DCC



■ Environmentally and Socially Responsible Company FY2019

Host Organization:
China Environmental Newspaper
Recipient:
DCC



■ Changshu City Class A Company with Good Labor and Social Security Practice FY2018 - 2019

Host Organization:
Changshu City Human Resources and Social Security Bureau
Recipient:
DCC

