

Denka Formulates Company-Wide Policy for Workstyle Reforms

~ Pursuing new workstyles to operate as a company that is truly required by society ~

Denka Company Limited (headquarters: Chuo-ku, Tokyo; president: Manabu Yamamoto; hereinafter, “Denka”) has formulated a company-wide policy with an eye toward the new normal resulting from the COVID-19 coronavirus pandemic. The policy positions the establishment of new workstyles as an initiative for Denka to further in the many years to come to ensure its existence after the COVID-19 coronavirus has been contained

1. Background

Denka expects that the COVID-19 coronavirus will prompt a paradigm shift in which traditionally established ideas and values do not function as before, even after infection has been controlled. Denka therefore is very concerned about the future survival of companies that are truly needed by society.

To survive as a company that is essential to society, Denka examined how new workstyles should be applied from the perspective of pursuing the essence or underlying spirit of the operation process innovation that Denka facilitates through the Denka Value-Up management plan.

New infectious diseases will continue to arise after the COVID-19 coronavirus is contained. To prepare for these risks, Denka believes that its future workstyles should be not depend on the movement or close contact of employees, to protect their health and that of their family members.

Reflecting these factors, Denka has prepared the following company-wide policy and will implement reforms in stages according to this policy.

2. Company-Wide Policy

As a company that is truly required by society, Denka keeps the work that is essentially required in mind and spares no effort to pursue it, while it also understands the need to avoid movement and close contact to protect the health of its employees and their family members. In addition, it seeks to improve productivity by ensuring that each employee is able to choose their most efficient workstyle, with a view toward strengthening its competitiveness on a company-wide basis. Denka will first implement these initiatives for employees of the sales and administration departments, while at the same time it will work to establish new workstyle schemes for those engaging in manufacturing and research.

(i) Employees will be allowed to choose working hours and locations flexibly.

- Approximately two days a week will be designated as teleworking days within sales and administrative departments. The Company will consider increasing the number of teleworking days after examining teleworking challenges, and productivity improvements.
- No limit will be set on the number of teleworking days if employees are caring for children or elderly family members. However, the Company will consider restricting teleworking with respect to OJT (on-the-job training) programs for newcomers.
- The Company will review office layouts to ensure they are suitable for the new workstyles, which include the increased utilization of internet conferencing, and install satellite offices for the Denka Innovation Center, Ofuna Plant and Chiba Plant.

(ii) Although meetings that are not face-to-face, such as those conducted online, are prioritized internally, face-to-face meetings will be established once a week, basically, on a departmental level, between managers and section chiefs, and between responsible officers and managers, as well as a day(s) when it is requested that employees come to office, basically, on a department-by-department basis. The methods for conducting meetings with clients will be decided on a case-by-case basis, fully considering the customer's intent while keeping in mind the need to avoid movement and close contact.

(iii) The Company aims for total digitization with respect to internal and external settlements and documents.

First, it will ensure that every internal document is digitized to facilitate paperwork without the need for physical seals.

(iv) The Company will address issues attributable to the decrease in the number of opportunities to meet face-to-face (results-oriented personnel evaluations, human resource development programs that replace OJT, mental health care in association with the increase in teleworking, measures regarding operations that cannot be undertaken remotely, etc.), and take action step by step, starting from the issues for which measures can be implemented.

(v) For employees who work on manufacturing floors who are unable to choose workplaces or working hours at their discretion, the Company will seek to facilitate changes so that they can engage in intellectual production instead of routine work.

About Denka:

Denka is a chemical manufacturer headquartered in Chuo-ku, Tokyo. The company specializes in developing business activities on a global scale across a wide range of fields, from inorganic and organic chemicals, to electronic materials and pharmaceuticals. Founded in 1915, Denka has steadily continued to develop and manufacture products that contribute to the development of society by fully utilizing its unique concepts and technological capabilities. Upholding its corporate slogan, “Possibility of chemistry,” the company and its president, Manabu Yamamoto, are committed to contributing to the sound development of society while sincerely tackling the challenges that society is now confronting.

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