

Sustainability Medium-term Plan for People

[Corporate Statements](#)
[The Kuraray Group Code of Conduct](#)
[Kuraray Group Human Rights Policy](#)
[TOP STATEMENT](#)
[Sustainability Long-term Vision and Sustainability Medium-term Plan](#)
[Sustainability Long-term Vision](#)
[Sustainability Promotion Structure](#)
[Sustainability Medium-term Plan 3P Model](#)
[Setting New Targets for GHG Emission Reduction and Priority Measures](#)
[Sustainability Medium-term Plan for Planet](#)
[Sustainability Medium-term Plan for Product](#)
[Sustainability Medium-term Plan for People](#)
[Materiality of Kuraray Group](#)
[Planet](#)
[Product](#)
[People](#)
[Governance](#)
[GRI Standards Content Index](#)
[Kuraray Report \(integrated report\) / Sustainability website](#)
[Initiatives, etc.](#)
[Sustainability Long-term Vision](#)
[Sustainability Promotion Structure](#)
Updated
[Sustainability Medium-term Plan 3P Model](#)
[Setting New Targets for GHG Emission Reduction and Priority Measures](#)
New
[Sustainability Medium-term Plan for Planet](#)
Updated
[Sustainability Medium-term Plan for Product](#)
[Sustainability Medium-term Plan for People](#)
Updated

- [Occupational Safety, Process Safety](#)
- [HR Strategy](#)
- [Diversity and Inclusion](#)
- [Talent Development](#)
- [Social Contribution Activities](#)
- [Past Activities](#)

Occupational Safety, Process Safety

Our Guiding Principle state that "Safety is the cornerstone of everything we do." Guided by this principle, we have set the following numerical safety targets to ensure that Kuraray is a safe workplace and a company in which everyone can work with confidence for all Group employees.

Our goal for occupational safety is zero serious (A or B rank) occupational injuries. We also tackle to prevent minor injuries at sites in Japan and overseas, aiming for total occupational injuries frequency rate of 1.3 or less (less than half of the benchmark) by 2026.

Our goal for process safety is to achieve zero serious (A, B, C rank) process accidents / troubles. We also aim to reduce the number of minor (D1, D2 rank) process accidents, such as very small leaks of flammable liquids, less than 3 cases (less than half of the benchmark) by 2026. To this end, we promote understanding process safety risks and taking countermeasures for them at each site of both Japan and overseas.

➤ Occupational Safety and Process Safety

"PASSION 2026" Priority Issue Targets and Fiscal 2023 Results

People	Occupational Injury	A and B rank occupational injuries ¹	Benchmarks		FY2023		FY2024		FY2026	
			Target	Results	Target	Results	Target	Results	Target	Medium-Term Plan
		2021 3 cases	0	7 cases	Zero		Zero		Zero	
		Frequency rate of all occupational injuries ²	2021 2.89	1.9 or less	3.17		1.8 or less		1.3 or less	
	Process safety	A, B, and C rank accidents ³	2021 3 cases	0	7 cases		Zero		Zero	
		D ₁ and D ₂ rank accidents ⁴	2021 7 cases	3 cases or less	9 cases		3 cases or less		3 cases or less	
	Diversity and Inclusion	Global measures	—	—	—		—		—	
		Ensuring diversity of core human resources ⁵	End September 2021: 12%	14%	16%		16%		20%	

¹ Evaluation ranking of occupational injuries using Kuraray's proprietary system. Four ranks in order of seriousness: A > B > C > D.

² Frequency rate of all occupational injuries: Number of all occupational injuries (lost time and no lost time injuries) per million working hours.

³ Evaluation ranking of process accidents using Kuraray's proprietary system. Five ranks in order of seriousness: A > B > C > D₁ > D₂.

⁴ Ratio of managers in Japan who are women, foreign nationals and mid-career hires, excluding production sites

About Us	Product Information	R&D	Sustainability	Investor Relations
Corporate Overview	Search by Business	Basic Policy	Corporate Statements	Management Policies
Message from the President	Search by Product Name	Technologies and Products	Kuraray Group Code of Conduct	IR News
Corporate Statements	Search by Key Word	Organization	Kuraray Group Human Rights Policy	Learn about Kuraray
Executives		Progress	TOP STATEMENT	Results and Financial Information
Organization Chart		Highlights	Sustainability Long-term Vision and Sustainability Medium-term Plan	IR Library
History			Materiality of Kuraray Group	Stock Data
Awards and Accolades			Planet	IR Calendar
Main Group Locations			Product	FAQ
Corporate Profile Video			People	
covid19			Governance	
			GRI Standards Content Index	
			Kuraray Report (integrated report) / Sustainability website	
			Initiatives, etc.	