

● Relations Between Labor and Management

"Through the growth of people, labor and management will cooperatively seek the development of company business and the realization of rich and fruitful lives for union members while contributing to the progress and development of society." Based on this approach that respects people, we have established "joint labor and management targets," and we have lively discussions and exchanges of opinions daily in order to deliberate about the goal of creating a better company. Opportunities for labor and management interaction include "management gatherings," "central labor and management conferences," "meetings of representatives," "branch labor and management conferences" and "workplace labor and management gatherings."

Efforts in Respect for Human Rights

Fundamental Approach

At Kaneka, we believe in respect for people, recognize the diverse values of individuals and value unique personalities and characteristics. Starting from compliance with laws and regulations, we do not conduct any discriminatory practices. Moreover, we do not tolerate child labor or forced labor.

We respect the human rights of every individual, and we do not accept the conduct of any act that infringes on a person's dignity, including discriminatory words or actions based on gender, age, nationality, race, ethnicity, belief, religion, social standing, disability or any other characteristic. Moreover, we do not tolerate violent behavior, sexual harassment, power harassment, bullying or any similar conduct.

Human Rights Education

We believe that "respect for human rights" is the most fundamental thing that Kaneka and Kaneka employees must observe. We establish this point in our Basic Policies for Corporate Activities, our Ethical Code of Conduct, our Rules of Employment, our Compliance Guidebook, and we seek to spread awareness of the importance of human rights through trainings for new employees and newly promoted employees and at other times.

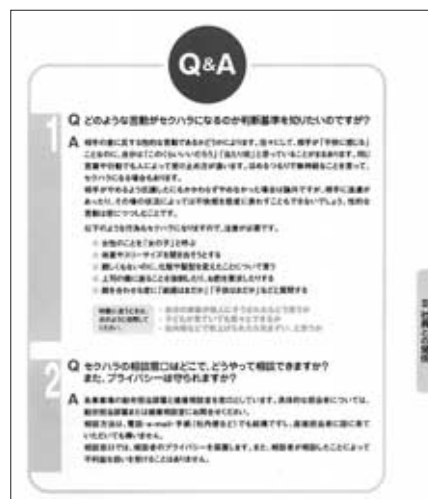
● Education for Managers

During training for employees promoted to managerial positions, we establish a curriculum to make them aware of their roles as managers. We invite specialists and conduct human rights education, as well as cultivating a counseling mindset through role-playing, for example.

In addition, we also send employees to external human rights training meetings and conferences sponsored by local governments and other organizations.

Measures to Prevent Sexual Harassment and Power Harassment

In order to maintain workplace environments that are free from sexual harassment and power harassment, we are working to prevent its occurrence and to respond rapidly when it does. We are promoting thorough awareness of these issues through, for example, our Rules of Employment and Compliance Guidebook. In addition, we have established consultation desks at every business place, and we have adopted a system for the submission of reports to the consultants over the web.

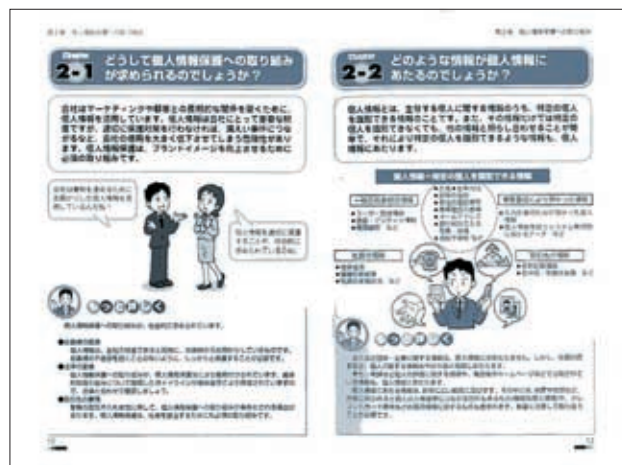


Our Compliance Guidebook

Protection of Personal Information

Even though we have been very careful in the management of the personal information of customers and employees at Kaneka in the past, in fiscal 2006, we created an Information Security Guidebook with detailed case studies explained schematically and distributed it to the employees of Kaneka Group companies.

In addition, we are continuously advancing efforts to raise the levels of our individual information protection and information security by, for example, implementing the same information security education given during trainings for new company employees and promoted employees also for mid-career hires.



Information Security Guidebook