

ESG DATA

Society

Unless otherwise stated, Kumiai Chemical Industry Co., Ltd. on a stand-alone basis.

Last Updated: March 29, 2024

Human resources								
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Remarks
Number of employees (By age group)	Under 29	People	215	216	206	184	165	
	30~39	People	172	191	212	232	246	
	40~49	People	188	174	162	163	160	
	50~59	People	142	158	171	171	182	
	Over 60	People	7	6	7	8	8	
	Total	People	724	745	758	758	761	
Number of employees (Male / Female)	Male	People	619	632	634	631	629	
	Female	People	105	113	124	127	132	
	Total	People	724	745	758	758	761	
Ratio of female employees		%	14.5	15.2	16.4	16.8	17.3	
Number of temporary employees		People	92	100	90	92	106	Fixed-term employees (Contract and part-time employees)
Ratio of temporary employees		%	11.7	12.3	11.0	11.2	12.7	
Average years of attendance	Male	Year	14.0	13.8	14.2	15.0	14.4	
	Female	Year	13.6	13.1	12.3	13.0	13.5	
	Total	Year	13.9	13.7	13.9	14.7	14.3	
Average age	Male	Year	38.7	38.6	38.9	39.7	39.2	
	Female	Year	40.9	41.1	40.0	40.2	43.5	
	Total	Year	39.0	39.0	39.1	39.8	39.9	
Employee turnover rate		%	5.3	3.9	4.5	2.9	2.9	【Base date】 October, 31 【Calculation】 Voluntary turnover / Employees at the beginning of the period * 100 (%) 【Including outside officers, outside company auditors, company auditors】
Number of new graduate hires	Male	People	22	28	22	11	9	
	Female	People	2	7	12	5	3	
	Total	People	24	35	34	16	12	
Number of mid-career hires		People	10	6	8	6	22	
Total hires		People	34	41	42	22	34	
Percentage of mid-career hires		%	29.4	14.6	19.0	27.3	64.7	
Ratio of female executives		%	5.9	7.7	7.7	8.3	15.4	
Percentage of female employees on management board		%	0	0	0	0	0	
Ratio of female managers		%	1.6	1.6	1.5	1.6	2.3	【Base date】 October, 31 【Calculation】 Female managers / All managers * 100 (%) [reemployment part-time employees]
Number of female managers		People	2	2	2	2	3	
The gender pay gap	All employees	%	-	-	-	72.5	72.9	【Calculation】 Average salary of female employees / Average salary of male employees*100(%)
	full-time employees	%	-	-	-	80.5	80.1	
	Temporary employees	%	-	-	-	62.5	82.9	
Employees training costs		Millions of yen	52	25	32	27	42	
Training hours per employee		Hour	—	—	—	12.8	24.6	
Employment rate of people with disabilities		%	2.8	2.7	2.2	1.9	2.1	【Base】 April-March (period for calculating the employment rate of persons with disabilities) . 【Calculation】 (Number of regular workers who are eligible persons with disabilities + Number of eligible persons with disabilities who are unemployed) / (Number of regular workers + Number of unemployed) * 100 (%)
Number of retirees who wish to be rehired		People	15	12	8	8	9	
Retirement reemployment rate		%(%)	100 (100)	92 (100)	100 (100)	100 (100)	100 (100)	Applicants reemployment rate is in parentheses

Work							
	unit	FY2019	FY2020	FY2021	FY2022	FY2023	備考
Average monthly hours of overtime work (per employee)	Hour/ Month	15.0	14.6	14.6	13.8	13.6	
Overtime Work Ratio	%	8.7	8.5	8.5	8.2	8.0	
Average usage for annual paid leave	Days	11.0	9.9	10.9	10.7	10.6	Calculated based on the number of leave days taken by employees.
Average usage rate for annual paid leave	%	64.3	57.6	57.5	60.6	60.4	Calculated based on the rate of leave days taken by employees.
Number of employees who take childcare leave	Male	People	1	0	5	7	Number of persons who started childcare leave during the relevant fiscal year (split leave counts at the time of the first acquisition) (If maternity leaves cross the period during, it counts in the previous fiscal year(year of birth))
	Female	People	4	4	3	2	
	Total	People	5	4	8	9	
Rate of employees who take childcare leave	Male	%	4.8	0.0	23.8	24.1	
	Female	%	100.0	100.0	100.0	100.0	
	Total	%	20.0	12.5	33.3	29.0	
Number of employees with shortened working hours for childcare	Male	People	0	0	1	0	Persons who worked shorter hours for childcare during the survey year
	Female	People	6	11	10	8	
	Total	People	6	11	11	8	
Rate of return to work from childcare leave	%	66.7	100.0	90.0	100.0	100.0	Reinstated employees / (Reinstated employees +Retired employees) * 100
Number of employees using nursing care leave	People	0	0	0	0	0	Includes use of accumulated leave for nursing care purposes
Number of employees using nursing care leaves	People	0	0	0	0	0	
Number of occupational accidents (direct employees)	Case	5(0)	12(0)	10(0)	19(0)	7(0)	Figures in parentheses () indicate the number of fatalities.
Number of occupational accidents (Temporary workers)	Case	1(0)	2(0)	1(0)	1(0)	2(0)	
Total number of occupational accidents	Case	6 (0)	14 (0)	11 (0)	20 (0)	9(0)	
Accidents requiring time off from work (direct employees)	Case	1	1	0	1	1	Number of work-related accidents resulting in at least one day of absence from work Work-related accidents = Work injury + Commuting accidents [Subjects are our employees.]
Ratio of work-related accidents resulting in injury leave (direct employees)	—	0.688	0.675	0.000	0.656	0.648	Frequency rate = Number of fatalities and injuries due to occupational accidents / Total actual working hours * 1,000,000
Severity rate of accidents resulting in injury leave (direct employees)	—	0.024	0.004	0.001	0.001	0.002	Intensity rate = Number of days of labor loss / Total actual labor hours x 1,000
Number of employees trained in occupational health and safety	People	147	119	122	176	199	