

CSR Management

We established the CSR Promotion Division within Strategic Planning Operations in April 2006, and in April 2007, we made the CSR Promotion Division an independent organization. In our new mid-term management plan (for 2007 through 2012) announced in April 2007, we make "creation of a foundation for sustainable growth through implementation corporate social responsibility (CSR)" a pillar of support for our activities.

CSR Policy

We are enhancing corporate value by deepening awareness that honest action with responsibility leads to sustainable operations, fulfilling our responsibilities in a well-balanced way with respect to economic, environmental, and social matters, and achieving symbiosis with all our stakeholders.

IBIDEN is rolling out activities that place emphasis on the following five matters.

- ① Promoting compliance (compliance with laws conformity with laws and corporate ethics) as a fundamental activity.
- ② Formulating and promoting programs for contributing to the global environment.
- ③ Working to make CSR activities permeate and become firmly entrenched both throughout the group and world.
- ④ Working to achieve deployment and entrenchment in the routine activities of each and every employee.
- ⑤ Conducting disclosure and active dissemination of information.

We have clearly set forth the specific stance we aim to achieve that we have positioned with respect to the domain of CSR, and are working to make it easily understandable and permeated throughout the IBIDEN Group's employees.

In fiscal year 2007, to advance implementation of specific CSR activities, we are making the orientation of our activities clear and engaging in the activities accordingly.

CSR Promotion System

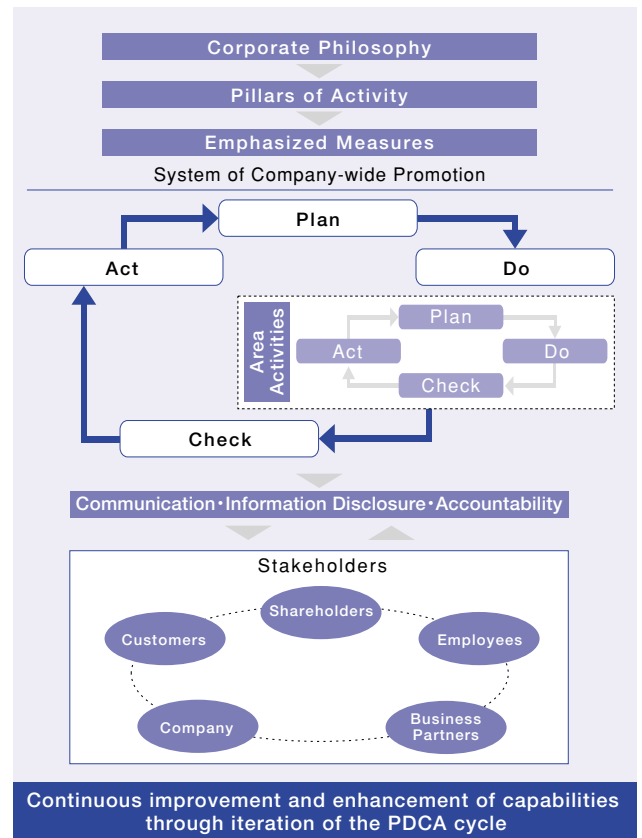
Committees that are related to CSR include the Compliance Promotion Committee, the Risk Management Promotion Committee, and the Environmental Safety and Hygiene Committee, and the Social Contribution Committee. Each of these is formulating and working to implement plans that involve topics under its respective purview.

Basic action policies that have been decided on are thoroughly implemented in the areas of business operations and at IBIDEN Group companies, and specific activities are advanced in each area.

The Structure of the CSR Management System

Achieving thorough establishment and instillation of the thinking behind CSR among all employees is recognized to be a critical matter in promoting the implementation of CSR, and we are undertaking a diverse array of measures aimed at enhancing awareness of CSR within the company.

To achieve authentic entrenchment of CSR within the company, simply deepening understanding is not enough -- it is essential to examine the tasks of each area from the standpoint of CSR and implement CSR in them accordingly. In fiscal 2007, we plan to conduct CSR training for executives and to hold a series of local explanatory meetings for managers at our overseas sites.



- Values shared by all employees in all areas (full-participation CSR)
- Iterations of small PDCA cycles (for respective topics) and a large PDCA cycle (company-wide CSR)
- CSR activities Areas and Measures
 - Compliance**
 - Fostering human resources through collaboration with areas involved in human-resource development and introduction of activities at the worksite level to achieve penetration and entrenchment of compliance-oriented thinking
 - Risk Management**
 - Promotion of activities that are not incompatible with stakeholder safety, health, or profitability
 - Measures with emphasis on overseas risks
 - Contribution to Natural Environment**
 - Promotion of measures for an environment-oriented society and to prevent global warming, and of activities for effective energy use
 - Social Contribution**
 - Promotion of activities befitting IBIDEN to achieve harmony and partnership with the local community