

Corporate Responsibility Goal Summary

To realize its corporate philosophy, the IBIDEN Group has deployed CSR activities based on the IBIDEN Group Charter of Behavior. We have worked to manage the practices based on the IBIDEN Management System as well as management system of each group company. The activities implemented to address various issues are as follows.

Article 1: Compliance with laws, regulations, and ethics	
We comply with laws, regulations and ethical requirements of the countries and regions where its business operations are based. We work against corruption in all its forms, and carry out open and fair corporate activities with the intention of becoming a company that enjoys the confidence of the international community. We also protect and properly manage personal and customer data and other types of information.	
Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<ul style="list-style-type: none"> Continued to conduct internal audits on compliance with the laws and regulations, and corporate ethics as well as address the issues through the IBIDEN Management System (IMS). Improved understanding of the IBIDEN SR Management Standards and implemented workplace inspections on the basis of the criteria by the IBIDEN's administrators. (95.5% of the administrators completed the implementation) Implemented education of the IBIDEN Standards for Employee Behavior and monitored the status of compliance with it: about 6,000 participants. (IBIDEN, domestic Group companies, and on-site contractors) Set an individual theme for each plant and Group company among the issues identified from monitoring of compliance and facilitated common theme activities. (IBIDEN and domestic Group companies) 	<ul style="list-style-type: none"> Continuously driving operation of a system to ensure compliance with laws and regulations and corporate ethics through the IMS. Improving understanding of the IBIDEN SR Management Standards and implementing workplace inspections on the basis of the criteria by the IBIDEN's administrators. Continuously conducting education and compliance monitoring of the Standards for Employee Behavior.
<ul style="list-style-type: none"> Conducted education of management criteria regarding fraud for the IBIDEN's administrators. Implemented the Audit group's internal audits focused on frauds prevention: No record of legal violations which have a major impact on business activities. 	<ul style="list-style-type: none"> Continuously conducting the fraud prevention education for the administrators and check in every workplaces. Continuously implementing the Audit group's internal audits focused on fraud prevention. Reinforcing internal rules regarding gifts and treatments
<ul style="list-style-type: none"> Conducted IT security activities such as countermeasures against unauthorized use of PCs by the PC log management, reduction of information leaking risks due to disposal of access rights and PCs. Continuously ensured adherence to internal rules on the use of PCs to prevent information leakage and conducted monitoring for it. Commenced operation of security zone set in plants to strengthen physical security. (IBIDEN): No record of significant information leakage. 	<ul style="list-style-type: none"> Securing physical security through continuous operation of security zone. Enhancing education and dissemination of information leakage risks.

Article 2: Development together with stakeholders	
We develop together with our stakeholders, so we enhance the transparency of management and build a trustworthy relationship through communication. We also actively engage in community-based activities that contribute to society as a good corporate citizen.	
Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<ul style="list-style-type: none"> Standardized disaster prevention management for initial response at the time of a large-scale disaster, and conducted the training. 	<ul style="list-style-type: none"> Implementing training for initial response at the time of a large-scale disaster in a scheduled manner.
<ul style="list-style-type: none"> Identified collaboration themes and issues to be addressed for effective communication between labor and management, and addressed the issues (IBIDEN). Continuously implemented information exchange with local residential associations. 	<ul style="list-style-type: none"> Implementing regular ongoing labor-management communication. Continuously conducting close information exchange with local communities.
<ul style="list-style-type: none"> Implemented CSR briefing sessions for suppliers (held in November 2016) Continuously conducted CSR surveys and audits for suppliers - Compliance rate in CSR survey: 87.3% * No record of significant violations. (IBIDEN) * The rate is average for all survey items. 	<ul style="list-style-type: none"> Revised the CSR guidelines for suppliers and raised awareness. Raising the level of supply chain capabilities through following up on improvement activities of CSR surveys and audits.
<ul style="list-style-type: none"> Continuously held the IBIDEN Tours, and held plant tours for families and local students. Expanded social contribution programs tailored to the region, such as exchange in sports and cultural events, and tree-planting activities. 	<ul style="list-style-type: none"> Continuously conducting such program activities as the global environment protection, next generation development, contribution to social welfare and local communities, and disaster relief. Continuously expanding social contribution programs tailored to the region.

Article 3: Providing customer delight	
We provide customer delight, so we have a good understanding of social trends, future needs and develop. We provide safe and secure products and services to maximize our customer's satisfaction by growing IBI-Techno.	
Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<ul style="list-style-type: none"> Conducted activities to monitor customer satisfaction, identify issues, and address them: Acquisition of a high evaluation in terms of continuous quality improvement from major customers. 	<ul style="list-style-type: none"> Monitored customer satisfaction, and highlighted various issues.
* Additionally we are addressing with the following targets: monitor of market demands, challenges to new fields, and reform and improvement of existing fields.	

Article 4: Management based on global standards

We manage our group based on global standards. We respect human rights and other international norms of behavior. Also, we respect culture and customs in each country or region concerned when carrying out our corporate activity.

Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<ul style="list-style-type: none"> Notified all IBIDEN's managers of the SR Management Standards (100% of the managers completed the e-Learning education). Continuously implemented educational activities using through the Company's portal site. (IBIDEN) Grasped the level of CSR activities at each plant based on the CSR questionnaires, and improved the activities level of the entire Group by sharing the issues in the activities. Continuously facilitated information-sharing on examples of CSR activities at the CSR Promotion Conference. (IBIDEN and domestic Group companies) 	<ul style="list-style-type: none"> Revising the Standards for Employee Behavior and the SR Management Standards, and raising awareness. Notifying the domestic affiliated companies' managers of the SR Management Standards. Monitoring and enhancing activity levels of plants and Group companies. Continuously facilitating information-sharing on examples of CSR activities at the CSR Promotion Conference.
<ul style="list-style-type: none"> Continuously expanded activities to promote awareness of the IBIDEN Way. Conducted level-specific education on the Standards for Employee Behavior by using e-learning system: E-learning implementation rate was 92%. (IBIDEN and domestic affiliated companies) 	<ul style="list-style-type: none"> Expanding activities to promote awareness of the IBIDEN Way. Conducting level-specific education on the Standards for Employee Behavior on a regular basis.
<ul style="list-style-type: none"> Continuously conducted education activities regarding the compliance consultation service, and prevented compliance violations or their reoccurrence through the use of case studies: The compliance consultation service was used in 39 cases. (IBIDEN and domestic affiliated companies) Operated Human Resource HOTLINE to identify and understand such labor issues as harassment at an early stage. Implemented trainings to improve workplace communication skills for field managers such as group leader/senior staff class. 	<ul style="list-style-type: none"> Continuously conducting education activities for the compliance consultation service and Human Resource HOTLINE. Continuously implementing enlightenment, education and guidance, efforts to prevent recurrence by the Harassment Prevention Committee. Continuously conducting education regarding harassment.
<ul style="list-style-type: none"> Acquired certification for a new management system that integrates all the existing ones. (IBIDEN) Implemented internal audits that integrated the existing management system through the IMS operation. 	<ul style="list-style-type: none"> Expanding IMS to Group companies to simultaneously ensure group-wide policy and strengthen internal control. Acquiring certification for a new management system that integrates all the existing ones. (IBIDEN)

Article 5: Harmony with nature

We harmonize with nature in all areas of our corporate activities. We manage to develop technologies to achieve good balance between the environment and business, and we provide environmentally friendly products and services by promoting energy and resource conservation activities.

Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<p>(Energy conservation activities)</p> <ul style="list-style-type: none"> Promoted energy saving of production facilities such as standby equipment. Conducted thorough energy conservation management through energy saving diagnosis and check. <p>A reduction of 1% in the energy unit load compared to fiscal year 2015. (IBIDEN domestic plants) A increase of 6% in CO₂ emission per basic unit of production compared to fiscal year 2012. (Target not achieved)</p>	<p>(Energy conservation activities)</p> <ul style="list-style-type: none"> Minimizing energy loss during production Minimizing energy consumption at production pause <p>A reduction of 3% (as a target for fiscal year 2017) in CO₂ emission per basic unit of production compared to fiscal year 2012.</p>
<p>(Resource circulation)</p> <ul style="list-style-type: none"> Reduced waste by appropriately using resources according to fluctuations in production volume. Ensured proper use of resource by clarifying and optimizing product/manufacturing conditions <p>A reduction of 14% in the solid waste unit load rate compared to fiscal year 2012. (Target not achieved) A reduction of 26% in the water withdrawal unit load rate compared to fiscal year 2012. (Target achieved)</p>	<p>(Resource circulation)</p> <ul style="list-style-type: none"> Ensuring proper use of resource according to fluctuations in production volume, and promoting waste reduction. Ensuring compliance with waste management. <p>A reduction of 10% or more (annually 2% reduction) in the solid waste unit load rate compared to fiscal year 2012. A reduction of 10% or more (annually 2% reduction) in the water withdrawal unit load rate compared to fiscal year 2012.</p>
<p>(Environmental risk management)</p> <ul style="list-style-type: none"> Implemented chemical risk assessment and response to high-risk areas. Conducted compliance management of the process up to the final disposal of industrial wastes: No record of significant spill incidents. 	<p>(Environmental risk management)</p> <ul style="list-style-type: none"> Promoting compliance through the global management in compliance with chemical substance-related laws and regulations. Enhancing the level of pipe end management to prevent environmental impact on local residents, such as spill, noise, and odor from the plans.
<ul style="list-style-type: none"> Held a tree-planting ceremony and forest conservation activities at "IBIDEN's Forest." (Higashi Yokoyama and Fujihashi) Conducted tree-planting activities at the Group companies (IEB and IPI) in Asia. 	<ul style="list-style-type: none"> Implementing forest preservation activities through "IBIDEN's Forest."

Article 6: Attractive and vibrant company

We aim to become an attractive and vibrant company on the basis of fair, equitable and result oriented employee evaluation personnel system. We aim to have a safe and comfortable working environment. We create a rewarding corporate culture that the employee can respect for each diversity, and fully exercise their skills and abilities.

Item implemented in fiscal year 2016 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2017
<ul style="list-style-type: none"> Continuously executed accurate time management thoroughly and launched a campaign for leaving the office by 19 o'clock. Promoted a more efficient way to work through defect-free process completion activities. Held briefing sessions before parental leave, and consultation interviews on/after returning to work after parental leave: The rates of return to work and retention were 100% and 100%, respectively. (IBIDEN) 	<ul style="list-style-type: none"> Promoting a more efficient way to work and strengthening communication between superiors and subordinates. (IBIDEN) Continuing accurate time management and strengthening management not to bring PCs home. (IBIDEN) Supporting for balancing work and nursing care. (IBIDEN) Promoting the appointment of female managers (team leaders) (IBIDEN)
<ul style="list-style-type: none"> Promoted better communication between superiors and subordinates through improvement of evaluation interviews due to revision of the target assessment system. Enhanced evaluator education such as assessment feedback. (IBIDEN) 	<ul style="list-style-type: none"> Implementing target setting, ongoing training for assessors and fixing down the target assessment system. (IBIDEN)
<ul style="list-style-type: none"> Conducted corrective activities for risk or hazard became apparent through small group activities. Implemented periodic risk reduction measures to company-wide specific risks. Performed checks and instructions by the inspection visit of division managers based on the safety enhancement measures set every month. Held health and safety workshops for contractors/on-site contractors each three times a year. <p>The occupational accident frequency rate was 0.33. (IBIDEN and domestic Group companies) The number of occupational injuries that were equal to or greater than accidents requiring 4 days leave was 25. (Overseas Group companies)</p>	<ul style="list-style-type: none"> Implementing thorough investigation of the cause of accidents and countermeasures across the Group (Zero recurrence). Incorporating hazard information (risk prediction) including findings of safety patrol and potential accidents and hazards (Hiyari-hatto) into risk assessment to enable systematic risk control. Improving the effectiveness of risk assessment. Strengthening fire-protection control assuming all potential causes to prevent fires, including small fires.
<ul style="list-style-type: none"> Certified as a 2016 "White 500" company due to health promotion and health management promotion based on the Health105 Plan. (IBIDEN) 	<ul style="list-style-type: none"> Facilitating health management activities mainly through the Health Subcommittees based on the Health105 Plan.