

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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
<ul style="list-style-type: none"> Continuously drove operation of corporate compliance system through the IMS. Continuously implemented workplace inspections by our administrators based on the IBIDEN SR Management Standards (implemented by 93.7% of IBIDEN's administrators). Improved understanding of the IBIDEN SR Management Standards by managers of domestic group companies. Continuously conducted education of the IBIDEN Code of Conduct and monitoring of the compliance status (approximately 6,100 participants of employees of IBIDEN and its domestic affiliated companies, and in-house contractors). 	<ul style="list-style-type: none"> Continuously driving operation of the corporate compliance system through the IMS. Continuously implementing workplace inspections by our administrators based on the IBIDEN SR Management Standards. Continuously conducting education of the Standards for Employee Behavior and monitoring of the compliance status.
<ul style="list-style-type: none"> Continuously conducted fraud prevention education for administrators and checked every workplace. Continued internal audits by the Audit group to prevent fraud. Reinforced internal rules regarding gifts and treatments; no record of legal violations with a major impact on business activities. 	<ul style="list-style-type: none"> Continuously conducting fraud prevention education for administrators and checking every workplace. Continuing internal audits by the Audit group to prevent fraud. Reinforcing internal rules regarding gifts and proper treatment.
<ul style="list-style-type: none"> Secured physical security through continuous operation of a security zone. Enhanced education and dissemination of information leakage risks; no record of significant information leakage. 	<ul style="list-style-type: none"> Securing physical security through continuous operation of a security zone. Enhancing education and dissemination of information leakage risks. Implementing quality data audit related to information risk.

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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
<ul style="list-style-type: none"> Identified and assessed the risk in the event of a large-scale disaster. 	<ul style="list-style-type: none"> Implementing countermeasures for risks in the event of a large-scale disaster.
<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, etc. 	<ul style="list-style-type: none"> Implementing labor-management communication. Continuously conducting close information exchange with local communities.
<ul style="list-style-type: none"> Revised the CSR guidelines for suppliers in August 2017 and raised awareness. Continuously conducted CSR surveys and audits for suppliers. —Compliance rate in CSR survey: 89.9%* No record of significant violations. (IBIDEN) <p>* The rate is average for all survey items.</p>	<ul style="list-style-type: none"> Continuously conducting CSR surveys and audits for suppliers. 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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
<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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
<ul style="list-style-type: none"> Revised the Standards for Employee Behavior and the SR Management Standards in August 2017, and raised awareness of them. (E-learning attendance rate after revision: 97% of IBIDEN's managers) Notified the domestic affiliated companies' managers of the SR Management Standards. Improved activity levels of the entire Group by sharing issues to be addressed among the Group companies. Continuously facilitated information-sharing on examples of CSR activities at the CSR Promotion Conference. 	<ul style="list-style-type: none"> Revising the Standards for Employee Behavior and the SR Management Standards, and raising awareness of them. Notifying the domestic affiliated companies' managers of the SR Management Standards. Grasping activity issues and improving activity levels of the overseas Group companies. Continuously facilitating information-sharing on examples of CSR activities at the CSR Promotion Conference.

<ul style="list-style-type: none"> Expanded activities to promote awareness of the IBIDEN Way. Conducted education on the Standards for Employee Behavior using the E-learning system: E-learning attendance 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 for compliance hotlines such as the compliance consultation service: The compliance consultation service was used in 38 cases (IBIDEN and domestic affiliated companies). Prevented violation and recurrence through utilization of case studies. Implemented enlightenment, education and guidance on efforts to prevent recurrence, which the Harassment Prevention Committee played a central role in. Continuously conducted education regarding harassment. 	<ul style="list-style-type: none"> Continuously implementing education and awareness activities for compliance hotlines such as the compliance consultation service. Continuously conducting level-specific education regarding harassment.
<ul style="list-style-type: none"> Implemented internal audits to expand IMS to the Group companies. 	<ul style="list-style-type: none"> Simultaneously promoting the Group policy thoroughly and strengthening internal control by expanding IMS to the Group companies.

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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
(Energy conservation activities) <ul style="list-style-type: none"> Minimized energy loss during production. Minimized energy consumption at production pause. <ul style="list-style-type: none"> —A reduction of 11% in the energy unit load compared to fiscal year 2016. (IBIDEN domestic plants). —An increase of 4% in CO₂ emission per basic unit of production compared to fiscal year 2012. (Target not achieved) 	<ul style="list-style-type: none"> Promoting efficient energy management Introducing new energy-saving technology into existing/new facilities to reduce energy consumption <ul style="list-style-type: none"> —A reduction of 5% in CO₂ emission per basic unit of production compared to fiscal year 2017. (fiscal year 2022)
(Resource circulation) <ul style="list-style-type: none"> Ensured proper use of resource according to fluctuations in production volume, and promoted waste reduction. Ensured compliance with waste management. <ul style="list-style-type: none"> —A reduction of 17% or more in the solid waste unit load rate compared to fiscal year 2012. (Target achieved) —A reduction of 28% or more in the water withdrawal unit load rate compared to fiscal year 2012. (Target achieved) 	(Resource circulation) <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. <ul style="list-style-type: none"> —A reduction of 5% or more (annually 1% reduction) in the solid waste unit load rate compared to fiscal year 2017. (fiscal year 2022) —A reduction of 5% or more (annually 1% reduction) in the water withdrawal unit load rate compared to fiscal year 2017. (fiscal year 2022)
(Environmental risk management) <ul style="list-style-type: none"> Conducted global management of related laws and regulations through the Chemical Control Committee. Continuously conducted pipe end management to prevent environmental impact such as spill, noise, and odor; No record of significant spill incidents. 	(Environmental risk management) <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"> Signed a 10-year extension agreement on IBIDEN' s Forest creation with the Gifu prefectural government and the Ibigawa town government 	<ul style="list-style-type: none"> Implementing a forest conservation activities "IBIDEN' s Forest" after extension of agreement.

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 2017 and management indices for outcomes	Item for implementation plan and targets in fiscal year 2018
<ul style="list-style-type: none"> Promoted an efficient work style through the Good Job with Good Communication (Good JC) activities. Strengthened monitoring for overtime work and especially management for overtime work after 19:00 and an interval in which employees are given a minimum amount of rest between working days. Appointed female managers. <ul style="list-style-type: none"> —Certified as a "Gifu Prefecture Work Life Balance Excellent Company" (IBIDEN). —The rates of return to work and retention were 94% and 100%, respectively (IBIDEN). 	<ul style="list-style-type: none"> Promoting an efficient work style and strengthening communication in the workplace. Strengthening efforts to reduce actual working hours. Enhancing support measures for balancing work, childcare and nursing care (IBIDEN). Holding career training for females, and strengthening in-house information dissemination (IBIDEN).
<ul style="list-style-type: none"> Reviewed target setting and educational content for assessors and continuously implemented training (IBIDEN). 	<ul style="list-style-type: none"> Firmly establishing feedback with a results-oriented target management assessment system (IBIDEN).
<ul style="list-style-type: none"> Implemented a thorough investigation of the cause of accidents and countermeasures across the Group. Confirmed the effectiveness of risk assessment by an administrator. Implemented countermeasures on issues that were identified by total inspection for the eradication of explosion and fire. <ul style="list-style-type: none"> —The occupational accident frequency rate was 1.56%. (IBIDEN and domestic Group companies). —The number of occupational injuries that were equal to or greater than accidents requiring four days' leave was 26 (overseas Group companies). 	<ul style="list-style-type: none"> Reviewing the safety system to implement safety patrols by division managers. Implementing essential countermeasures against disasters to achieve zero recurrence of occupational accidents. Promoting field-oriented safety circle activities and improving the effectiveness of activities.
<ul style="list-style-type: none"> Formulated the "IBIDEN Group Health Management Declaration." Implemented health promotion and health management activities based on the Health105 Plan. Certified as a "White 500" company (IBIDEN, TAK, IBIDEN Engineering and IBIDEN Bussan). 	<ul style="list-style-type: none"> Facilitating health management activities mainly through the Health Subcommittees based on the new "Smart 110 plan" .