

CSR Management

KOKUSAI ELECTRIC Group's Social Responsibility (CSR)

The Company believes we have a corporate social responsibility (CSR) to meet the trust and expectations of society through our business activities in cooperation with our Group companies.

By discussing what society expects from us and what is important for the management of the Group, we have established the Corporate Statement, which describes how our Group should function and the significance of its existence, the KOKUSAI ELECTRIC Way, which describes basics of the corporate management, the will and value of the Group, and the Guidelines and Commitments, which indicate what we consider to be important in conducting business activities.

We will implement the basic principles described in the Corporate Statement and the KOKUSAI ELECTRIC Way by continuing to act in accordance with the Guidelines and Commitments, regarding them as our CSR policy.

Based on our medium- to long-term business strategies, we establish the medium-term management plan and set KPIs to manage progress with the plan. We also share our priority measures and approach across the Group based on our annual business management policy.

We disclose our CSR activities and the results in this report and on our website with a view to broadly engaging in dialogue about our business management with all stakeholders.

In addition, in order to help achieve a sustainable society from a long-term viewpoint, we deem it important to reduce our environmental impact, respect human rights, pursue diversity in our hiring and HR development, comply with laws and regulations, and establish a clean corporate culture based on the globally recognized ISO26000 guidelines on corporate social responsibility. Accordingly, we make commitments to doing these in the KOKUSAI ELECTRIC Way and the Guidelines and Commitments and make sure all members of the Group are aware of these commitments. Moreover, we are establishing an in-house system to fulfill them.



KOKUSAI ELECTRIC Group's Guidelines and Commitments

For the purpose of implementing the Corporate Statement, in accordance with the KOKUSAI ELECTRIC Way, the KOKUSAI ELECTRIC Group pledges to the dissemination of the following Guidelines and Commitments and to the establishment of effective corporate governance.

1. Through innovations, develop and provide socially useful products and services in which the emphasis is on safety, quality and environmental soundness, thereby promoting business and solving social issues.
2. Engage in fair and free competition, business activities that are based on a commitment to high ethical standards, and responsible procurement, and observe the spirit as well as the letter of international rules and national laws and regulations.
3. Realize work practices that provide employees with opportunities for further training and growth, and that respect their diversity, character and individuality, and provide a mentally and physically rewarding, safe and healthy work environment.
4. Disclose corporate information and information related to products and services proactively, effectively, fairly and sincerely, and engage in constructive dialogue with a wide range of stakeholders of the KOKUSAI ELECTRIC Group for the creation and expansion of corporate value.
5. Regard environmental problems as issues affecting all people and endeavor to protect the global environment, local living environments and biodiversity as a precondition to continuing business activities.
6. Conduct business that respects the human rights of all persons.
7. As a good corporate citizen, engage in community proactively and contribute to its development.
8. Protect and manage business technology information, individual and customer information and other confidential information in a strict manner, and conduct thorough and organized crisis management by making preparations against terrorism, cyber attacks, actions taken by antisocial forces and natural disasters.
9. Comply with trade-related laws and regulations in order to contribute to the maintenance of international peace and security.
10. Encourage behavior based on these Guidelines and Commitments within the Group's supply chain. Should a situation arise that runs counter to these Guidelines and Commitments and causes the Group to lose the trust of society, the top management shall fulfill their responsibility by endeavoring to resolve the matter, establish the cause and take steps to prevent a reoccurrence.