

Corporate Social Responsibility

The Fuji Electric Group's corporate philosophy is based on a commitment to being a responsible corporate citizen working in harmony with people and the environment. The realization of this philosophy is a fundamental element of the CSR activities of the Fuji Electric Group, which endeavors to be a corporate group that is trusted by society.

● Fundamental Approach to CSR

Companies are public instruments for the benefit of society, and to grow and develop, they must strengthen their relationships of trust with their customers and other stakeholders. To that end, companies must promote environmental friendliness, reducing the environmental impacts of plants and offices (green factories, green offices), creating products with low environmental impacts (green products), and implementing business activities that reflect consideration for people and society.

Accordingly, companies must continually strive to meet the expectations of society. The means to that end include ensuring compliance (observing laws and regulations); maintaining and increasing product quality and safety, which is the mission of all manufacturers; developing innovative technologies; and providing sincere service.

To ensure that this type of CSR-related awareness is shared throughout the Group and to conduct operations that maintain the trust and meet the expectations of society, the Group is currently working on four high-priority initiatives—creating work places in which diverse employees can work with peace of mind, reinforcing environmental-preservation activities, enhancing social contribution activities, and enforcing scrupulous compliance.

Through these initiatives, we will ensure a fair allocation among our stakeholders of the profits and achievements made through business activities that are characterized by appropriate CSR, and in this way we will earn a reputation as a company that provides true value to society.

● Environmental Vision 2020

To ensure that individual employees can commence specific actions targeting environmental conservation, the Group formulated the Environmental Vision 2020, which details activity milestones. The vision spells out our future goal of

Fuji Electric Group Corporate Philosophy

Corporate Mission

We, Fuji Electric Group, pledge as responsible corporate citizens in a global society to strengthen our trust with communities, customers and partners. Our mission is to:

- Contribute to prosperity
- Encourage creativity
- Seek harmony with the environment

Management Policy

To fulfill our mission, we are committed to:

1. Customer satisfaction and expectations

With innovative technologies and a dedication to customer service, we strive to satisfy the needs of our customers and anticipate their future requirement.

2. Growth and profitability

We are committed to grow as a firm, sustaining responsible operations and profits. In so doing, we can share these benefits with our stockholders, our corporate members and the societies in which we live.

3. Individuality

People are the source of our strength. We respect individuality, and challenge one another to realize our full potential.

Guiding Principles

To be enthusiastic, ambitious and sensitive.

being the No. 1 company in contributing to “energy and the environment” in order to foster progress toward the realization of an affluent, comfortable society.

Measures Targeting Environmental Conservation: Details and Objectives

Stop global warming

- Reducing CO₂ emissions during production by 20% (relative to fiscal 2006 level)
- Raising the energy efficiency of products, reducing CO₂ emissions by 2.4 million tons (relative to fiscal 2006 level) through energy-conserving and energy-creating products

Create a recycling-oriented society

- Increasing our number of eco-products by promoting the three R's (reuse, reduce, recycle) in our products
- Achieving zero emissions at operational sites by reducing waste, energy consumption, and chemical substances

Meet our corporate social responsibilities

- Enhancing environmental awareness through environmental citizen movements, activities to protect the natural environment, and environmental education

● CSR Results and Targets

	Fiscal 2008 Results	Fiscal 2009 Targets
Strengthening Relationships of Trust with Stakeholders		
Together with Customers	Implementing QC (quality control) diagnostics at 15 operational sites, and testing and assessment from third-party viewpoint, bolstering quality improvement activities	Improving quality awareness across entire Group
	Establishing Group policies and rules for product safety, making them available on the external website, and implementing them at operational sites	Implementing monitoring of product safety education and activities
Together with Suppliers	Implementing supplier surveys through the semiconductor REACH ^{*1} project, and achieving a 100% response rate in the survey on regulated substances contained in semiconductor materials	Promoting CSR procurement
Together with Employees	Promoting employment of people with disabilities (achieving an employment ratio of 2.04% compared with legally stipulated employment ratio of 1.80%)	Further promoting employment of people with disabilities
	Implementing career design training for women, management training for female executives, etc.	Offering career development support for women (expanding scope of work, aggressive appointment, etc.)
	Enhancing mental health line care and self-care education (implementing each type of training sessions more than 20 times)	Bolstering risk avoidance measures, and safety and health management structure, including at overseas operational sites
Social Contribution Activity Initiatives		
Activities Contributing to Environmental Conservation	Conducting restoration projects for <i>Nagomi no Sato</i> forested areas in Nagomi-machi, Kumamoto Prefecture (10 times)	Continuing restoration activities at <i>Nagomi no Sato</i> forested areas and extending them to other areas
Community Engagement Activities	Local community contribution through nursing care business (Japan), volunteer activities on days off (Malaysia), etc.	Continuing and expanding support for youth education and community engagement activities that meet community needs in Japan and overseas
Environmental Management		
Promoting Environmental Management	Formulating Environmental Vision 2020	Implementing and promoting Environmental Vision 2020
Reducing Product / Technology / Service Environmental Impact	Conducting REACH working group activities and starting construction of REACH database	Establishing system for responding to new environmental regulations (EuP directive ^{*2} , REACH directive)
Reducing Business Activities' Environmental Impact	Reducing CO ₂ emissions per unit of production by 21.8% relative to fiscal 1997 levels (fiscal 2008 target: 17.3% reduction)	Promoting energy conservation at manufacturing sites (annual reductions of at least 1% of CO ₂ emissions per unit of production, relative to fiscal 1997 levels)
	Achieving 7.2% reduction in CO ₂ emissions relative to fiscal 2006 levels	Reducing domestic energy-derived CO ₂ emissions by 6% by fiscal 2010 (relative to fiscal 2006 levels)
	Achieving zero waste emissions at 10 operational sites (ratio of waste sent to landfill to total waste emitted of less than 1%)	Achieving zero waste emissions at all operational sites by fiscal 2011
	Reducing total emissions of chemical substances: VOCs ^{*3} , 55.4% reduction; PRTR-designated substances ^{*4} , 41.1% reduction (relative to fiscal 2000 levels)	Reducing total emissions of chemical substances (40% reduction from fiscal 2000 levels by fiscal 2010)
Reducing Environmental Risk	Implementing environmental audit at all operational sites using a 287-item checklist centered on drainage and waste management	Achieving full compliance with statutory regulations through environmental audits
<p>*1 REACH is a directive specifying registration and management requirements for chemicals within the EU.</p> <p>*2 EuP directive mandates that all energy-consuming devices have eco-friendly designs, and is one of the directives with which a product must comply to be labeled with the CE mark.</p>		<p>*3 Volatile organic compounds</p> <p>*4 PRTR-designated substances are chemical substances regulated under the Pollutant Release and Transfer Law, which promotes improving the tracking and management of emissions into the environment of designated chemical substances.</p>

● Third-party Evaluations

Our CSR activities have been highly evaluated, and the Group is a component of two leading SRI stock indexes—the Dow Jones Sustainability Indexes and the Morningstar Socially Responsible Investment Index.

