

# Fuji Electric's CSR

## CSR Philosophy

Fuji Electric's CSR is summed up precisely in its Corporate Philosophy and Management Policy. This means contributing to resolving social issues through our energy-related businesses, managing our business in a way that maximizes the positive impact of corporate activity overall on society and the environment, while working to prevent or alleviate any negative impact.

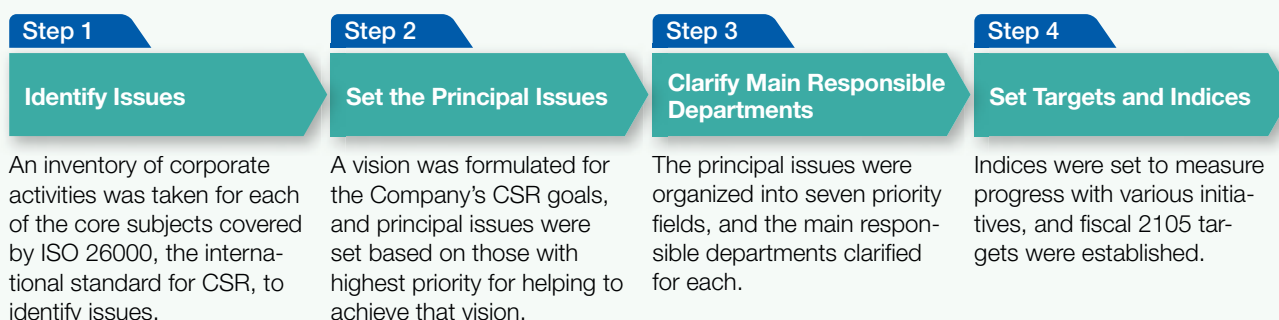
To promote CSR on a global basis, we have also established the Fuji Electric Code of Conduct, a guideline for the Company and employees to share the same values and work together as one.

We hope that through our promotion of these and other CSR practices, we can continue to build strong relationships of trust with all of our stakeholders.

## Principal CSR Issues

Fuji Electric first set forth a set of principal CSR issues in 2011, and has focused on these issues primarily through the main responsible departments. For each of the principal issues, indices have been established to measure progress and goals set for fiscal 2015, enabling us to verify the status of our efforts on an annual basis.

### Process for Setting the Principal CSR Issues



### Priority Fields and Principal Issues

Priority Fields	Principal Issues (Issues for Realizing the CSR Vision)	Reference Page
<b>Customers</b>	<ul style="list-style-type: none"> <li>● Improve product quality</li> <li>● Improve the quality of after-sales services</li> <li>● Promote CSR among sales partners (sales agents, overseas distributors, etc.)</li> </ul>	<b>P23</b>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>● Promote CSR among suppliers</li> </ul>	<b>P24</b>
<b>Employees</b>	<ul style="list-style-type: none"> <li>● Respect for human rights</li> <li>● Workplace health and safety</li> <li>● Ensure a pleasant workplace environment (diversity)</li> </ul>	<b>P32–34</b>
<b>The global environment</b>	<ul style="list-style-type: none"> <li>● Enhance environmental governance</li> <li>● Contribute to the prevention of global warming</li> <li>● Contribute to the creation of a recycling-oriented society</li> <li>● Biodiversity conservation</li> </ul>	<b>P35–40</b>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>● Build close-knit ties with local communities</li> </ul>	<b>P41–42</b>
<b>Corporate governance</b>	<ul style="list-style-type: none"> <li>● Risk management</li> </ul>	<b>P43–48</b>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>● Ensure thorough compliance</li> <li>● Protect intellectual property</li> <li>● Strengthen information security</li> </ul>	

## In-house Penetration of CSR

In promoting CSR, we are working to cultivate and educate all employees in and outside of Japan, because we consider it important for them to understand Fuji Electric's approach to CSR.

In addition to cultivation activities targeting all employees through our intranet and in-house newsletter, employees learn about our principle CSR issues and initiatives through level-specific training provided at various stages of their careers. They also learn about case studies from other companies, and are taught to recognize their own individual roles in CSR.



For more information about our vision for CSR, principal issues and targets, and the status of our various initiatives, please visit our website.