

# CSR Report 2011

## In harmony with the Earth, Society and People Innovator in Electronics



President  
Statutory Representative Director  
Tsuneo Murata

The Murata Philosophy, which has guided the activities of our company since Murata's inception, contains such phrases as "contribute to the development of culture", "pursue prosperity for our company, our employees, customers, other partners and our communities" and "grow and prosper with an appreciative feeling of mutual pride and trust", and these phrases represent the very spirit of our CSR policies today. It was in keeping with the principles of this philosophy that we established our CSR charter, in which Murata Group directors and employees undertake to fulfill their social responsibilities as good corporate citizens, and act on Murata's management principles with integrity and justice. We have identified CS\*<sup>1</sup> and ES\*<sup>2</sup> as important ideals, and we dedicate ourselves to serving our multi-stakeholders responsibly and well. Murata is also committed to fulfilling its responsibilities as a member of society and the community, whether with respect to environmental efforts such as the reduction

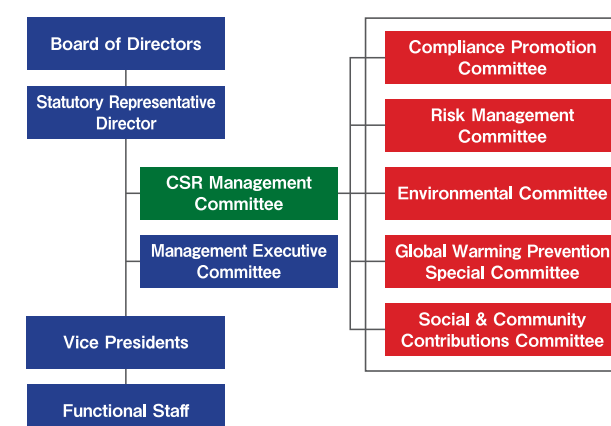
of CO<sub>2</sub> and protection of biodiversity, pressing global issues including the problem of mineral resources in strife-torn regions, or the unprecedented devastation brought about by The Eastern Japan earthquake. In our business activities, we have made the health and safety of our employees our highest management priority, and we are engaged in an organization-wide effort to create a safe and comfortable workplace, and to maintain and promote the physical and mental health of our workers. As part of this effort, we are currently working to obtain OHSMS (Occupational Health and Safety Management System) certification. We at Murata remain committed to maintaining the trust of society at large, and, driven by the CSR Management Committee we have organized to act upon the management principles embodied in our CSR charter, we will continue to serve the needs of society by promoting our fully-integrated, company-wide CSR management policies in a consistent and strategic manner.

### CSR Charter (Outline)

In line with its Murata Philosophy, we strive to merit and maintain society's trust through its continued commitment to strict compliance with laws and regulations, as well as highly transparent governance, respect for human rights, health and safety, social contribution and environmental preservation based on the highest corporate ethical standards. To this end, Murata has established a CSR Charter to identify the behavior expected from all employees of the Company.

- **Corporate governance** We will fulfill accountability and enhance management transparency, so as to remain open to our communities and society, and continue to be a reliable and respectable company.
- **Human rights and labor** We will respect the human rights and dignity of individuals.
- **Health and safety** We will improve product and service quality and boost employee morale by securing a safe and comfortable working environment and managing employees' health.
- **Environmental preservation** We aim to realize a society where people can live a healthy life with peace of mind, by reducing negative impact of our corporate activities on society, environment and natural resources.
- **Fair trade and ethics** We aim to maintain the highest standards of ethics, so as to be a company that fulfills its social responsibility and wins social trust.
- **Management system** We will establish a system that ensures compliance with this CSR Charter, and continuously improve the system.

### [CSR-related committees organizational chart]



### [Scope of reports and information disclosure system]

This report is written and edited to be concise with care to help readers easily understand Murata's CSR concept and activities. Detailed information, case studies and environmental performance data from each plant are also provided on the Murata website. Detailed financial information can be found in "Investor Relations."


### [Period of the report]

Between April 1, 2010 and March 31, 2011

※Some of the activities taking place before March 2009 or after April 2010 are covered in the report as well.

### [Organizations reported]

Murata Manufacturing Group  
(Murata Manufacturing Co., Ltd. and 66 subsidiaries in and out of Japan)

 For items marked with this icon, further information is available on the Murata website.

\*1 CS: Making the efforts to have our customers consistently recognize the value we offer

\*2 ES: A workplace environment in which the employees find their work challenging and in which they can continue to grow