



Compliance

Murata believes that observing compliance based on legal compliance as well as a high degree of corporate ethics is the foundation of growth. At Murata, we strive to raise awareness of compliance among all of the Group's officers and employees through comprehensive observance of our Corporate Ethics Policy and Code of Conduct.

Corporate Ethics Policy and Code of Conduct

Murata established the Corporate Ethics Policy and Code of Conduct in July 2002. This was revised in April 2007 in order to reflect a CSR perspective, and the Group's officers and employees united in promising to take appropriate actions with respect to stakeholders and society.

This revised Corporate Ethics Policy and Code of Conduct* has been translated from Japanese into English, Chinese, and other local languages and distributed to officers and employees of the Group. It was also revised and tailored to the local laws and social systems in each overseas location. A Compliance Guidebook was also created with related examples in a Q&A format to improve the understanding of the Corporate Ethics Policy and Code of Conduct, and distributed to officers and employees at each site in Japan.

In addition, the company continuously delivers the message from the top management and conducts job grade-specific training and education to raise awareness on compliance.

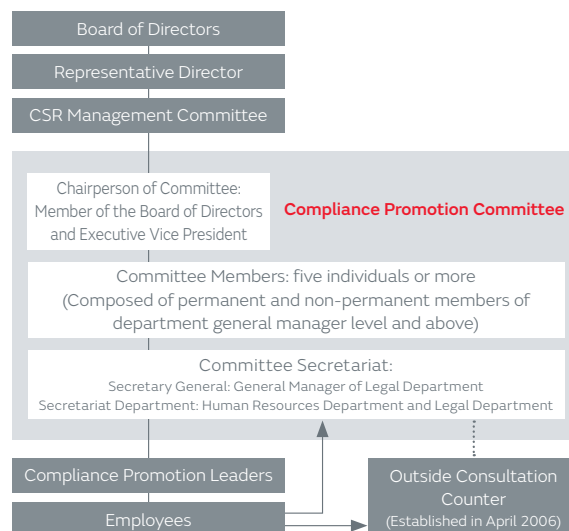
* For details of the Corporate Ethics Policy and Code of Conduct, please see here.
Compliance
<https://corporate.murata.com/en-global/csr/governance/compliance>

Compliance promotion system

Murata has established a Compliance Promotion Committee, a subordinate body of the CSR Management Committee chaired by the President. We are deliberating on, and making decisions regarding, the basic direction for revisions to the Corporate Ethics Policy and Code of Conduct and implementation of awareness-raising activities. The decisions made by the Committee are deployed to the entire Group through persons in charge of promoting compliance assigned at affiliated companies in Japan and overseas. In addition, each department assigns a Compliance Promotion Leader for the role of ensuring employee awareness for the Corporate Ethics Policy and Code of Conduct. These leaders communicate knowledge learned in an e-learning program through compliance-promotion meetings, etc. at their respective departments.

The status of compliance promotion activities and the whistle-blowing system (the number of cases reported and an overview of reporting details) is reported to the Board of Directors twice a year, and is also audited annually by the internal audit department to ensure an appropriate level of response.

Compliance promotion system (As of April 1, 2021)



Whistle-blowing system

In order to prevent, achieve early detection, and respond to compliance violations, Murata has introduced a whistle-blowing system within Murata Manufacturing and its domestic and overseas affiliated companies. In the event that acts such as antitrust violations or bribery which violate or may violate the Corporate Ethics Policy and Code of Conduct are discovered, the whistle-blower may report or consult about such acts using their real name or anonymously. In addition to establishing internal hotlines as points of contacts for receiving reports and consultation requests, we have established external hotlines which provide support in local or multiple languages in order to prepare an environment which makes it easier to submit reports and seek consultation. Moreover, employees can also directly report or consult with the Audit and Supervisory Committee, which audits and supervises the overall execution of corporate affairs.

When a whistle-blowing report or consultation is received, the Compliance Promotion Committee, the Chairperson of the Committee, and the Secretariat of the Committee lead the response. Coordinating with relevant departments as necessary, they check and investigate the facts and the relevant laws and rules to the extent possible. On that basis, the existence or nonexistence of a compliance violation is recognized and response measures such as recommendations for correction and recurrence prevention measures are taken as necessary.

In this process, the privacy of the whistle-blower shall be protected in addition to prohibiting reprisals against that person and extending the maximum consideration so that they do not suffer unreasonable disadvantages as a result of making the report. In addition, when reports or consultation are received under a real name, feedback on the progress and results of checking and investigating are given appropriately to the whistle-blowers.