

# Compliance

To ensure that all Group corporate officers and employees comply with laws and regulations and act in an ethical manner, Murata is working to expand its Compliance Promotion System, making the best use of measures such as its Corporate Ethics Policy and Code of Conduct in Japan and overseas.

## Corporate Ethics Policy and Code of Conduct

### Revisions in Light of CSR, and Notifying Locations Worldwide

In July 2002, Murata established the Corporate Ethics Policy and Code of Conduct. In April 2007, this was revised in light of CSR. All Group corporate officers and employees pledged to work as one, in order that they could act in accordance with what needed to be done for stakeholders and society. This revised edition of the Corporate Ethics Policy and Code of Conduct has been distributed to

officers and employees of Murata and its domestic affiliates. We have also created English and Chinese versions, which were distributed to our overseas locations in September 2007. These were adjusted to take into account laws and ordinances and social systems in our overseas locations. As of March 2009, local versions of the Corporate Ethics Policies and Codes of Conduct have almost been completed for each overseas location.



Corporate Ethics Policy and Code of Conduct

## Compliance Promotion

### Creating a Compliance Promotion System

Murata has created the Compliance Promotion Committee as an advisory body to report to 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 the draft and implementation of publicity activities. The Compliance Promotion Committee met twice in fiscal 2008.



Compliance meeting

## Reporting and Consultation Channels

### Available not Only to Employees But Also to Their Families and Business Partners' Employees

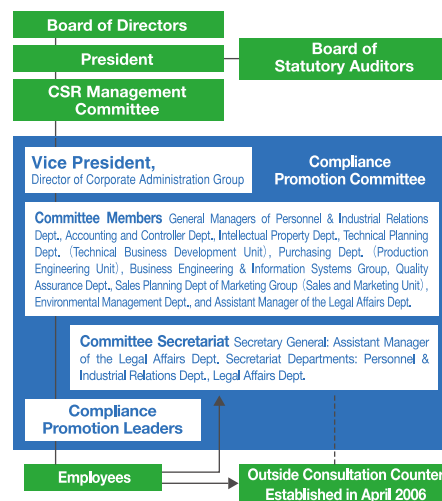
Murata has established two types of reporting and consultation channels for concerns or problems relating to compliance, and these can be accessed by telephone and email: an internal channel using the Compliance Promotion Committee Secretariat; and the Corporate Ethics Hotline (external channel) using Dial Service Co., Ltd. All calls are handled by specialists. Both of these channels can be used anonymously and have procedures that protect the privacy of the consuler and the informer and are not prejudicial to either. These channels can be used by Murata employees (corporate officers, employees, temporary employees, part-timers, and contractors, but not retired staff), employees

from temporary staffing companies that are working at Murata facilities, employees from contracted companies, employees from client and supplier companies, and family members of all aforementioned employees.



The compliance reporting and consultation channels are accessible on the website.

### ■ Compliance Promotion System (as of March 31, 2009)



### Putting Compliance into Practice on an Individual Level

More than being merely a collection of laws and ordinances, compliance also has the wider meaning of voluntarily acting on one's discretion. For Murata, compliance means that each and every employee must implement our corporate philosophy. To ensure that each and every employee can practice compliance, our compliance promotion leaders who have undergone training hold annual compliance meetings at the respective workplaces. Through such efforts, Murata seeks to enhance compliance awareness among employees.



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