

Social and Environmental Targets and Results

To practice its management philosophy, Murata carries out various measures to address prioritized themes, and works for continuous improvements.

Establishment of Social Targets for Fiscal 2009

Murata strives to obtain social trust, by fulfilling its social responsibilities through CSR activities. We have prioritized themes and clarified policies to work on social issues. As for the social aspect of CSR, we have reported on our activity results thus far. Since fiscal 2009, annual targets have been set up to promote such activities. These targets are subject to deliberation by the CSR Management Committee, and then Group-wide measures are taken to achieve these targets.

Efforts to Achieve Goals of Environmental Action Plan

Murata has formulated its 4th Environmental Action Plan, in order to reduce environmental impact in stages, with 2010 as the target year. The Group carries our annual action plans to facilitate achievement of the 2010 goals.

■ Results for Fiscal 2008

In fiscal 2008, we strived to achieve targets set for 29 items. Generally we were able to make progress as planned, but we have not yet reached our targets for two items. One is the reduction of the water consumption per unit of net production in domestic sites. Although our target was at least 45% reduction compared with fiscal 2000 levels, the result was 33%. The other is the reduction of CO₂ emissions from distribution per unit of net production in Japan compared with fiscal 2000 levels. We reduced the CO₂ emissions by 29%, whereas our target was at least 36%.

■ Targets for Fiscal 2009

To achieve the goals of the 4th Environmental Action Plan with fiscal 2010 as the target year, we will redouble our Group-wide efforts. For fiscal 2009 we are planning to further strengthen our environmental initiatives, notably by setting up the targets of integrating the environmental management systems (EMSs) of Japan and China, and of reducing the total volume of CO₂ emissions.

■ Social Activity Targets for Fiscal 2009

Item	Activity Theme	Targets for FY2009
Developing Internal Control System	Promoting development of internal control system in compliance with corporation law	Develop internal control over financial reporting in compliance with the Financial Instruments and Exchange Law, as well as continuously promote operational standardization, visualization, improvement and reforms; and enforce compliance and risk management by establishing and running an internal control system aimed at ensuring appropriateness of operations.
	Enhancing monitoring functions	Improve monitoring functions through implementing internal audits by independent third parties and defining the audit scope based on risk approach, so as to increase transparency and effectiveness.
Promoting Compliance	Enhance the compliance system at all operating sites	Enhance the compliance system in accordance with internal control and increase the system's effectiveness at all operating sites.
	Re-establishing the compliance system	Further enhance the compliance system through its systematization and re-establishment in conformity with Murata's management characteristics.
Strengthening risk management	Establishing BCPs	Establish Business Continuity Plans (BCPs) (Ensure that each Group company establishes BCPs in preparation for earthquakes and influenza pandemic) .
	Strengthening information security	Strengthen information security (Implement Company-wide information leakage prevention measures focusing on IT) .
Shareholders and Investors	Strengthening social contribution activities	Promote social/regional contribution activities mainly in priority fields.
		Organize systems and develop in-house networks to promote social contribution activities.
Suppliers	Promoting CSR procurement	① Promote exchange of agreements with suppliers to obtain their understanding of and support for Murata's CSR procurement policies. ② Hold CSR workshops for suppliers (to understand Murata's CSR procurement policies) .
	Strengthening the procurement compliance system	Implement in-house training programs and operational diagnosis to strengthen the procurement compliance system Group-wide.
Employees	Personnel system and human resource development	Continue to implement the system to enable employees to select career paths according to aptitude.
	Equal opportunities and workplace diversity	Promote the reemployment program for retirees.
		Continue to expand career opportunities for women.
	Respect for human rights	Promote education and awareness-raising programs to prevent harassment.
	Creating a relaxing working environment	Enhance and establish a system to help employees strike a balance between work and family life (work-life balance) .
		Promote measures to reduce total working hours and promote diverse ways of working.
		Re-establish a benefit package.
	Promoting occupational health and safety	Establish an occupational health and safety management system.
	Disseminating and improving human resource development policies	Promote manufacturing education.
		Hold training to improve management skills and practice PDCA.

■ 4th Environmental Action Plan: Targets and Results for Fiscal 2008 and Plans for Fiscal 2009 (Quotation)

Major Activities		Targets for FY2008	Results for FY2008	Achievement	Targets for FY2009
Environmental Management	Environmental Management System	Established Eco-Factory evaluations for domestic plants, and implemented test evaluations	Established Eco-Factory evaluations for domestic plants, and implemented test evaluations.	○	<ul style="list-style-type: none"> Implement Eco-Factory evaluations for overseas affiliate companies. Start operations of the environmental cost management system overseas.
	Environmentally conscious design	Continue product assessments	<ul style="list-style-type: none"> Moved ahead with eco-friendly design and development, including product miniaturization and low power consumption as well as resource- and energy-saving in manufacturing processes. Compiled data on environmental impact of each product during its manufacturing. 	○	<ul style="list-style-type: none"> Continue product assessments. Prepare for introduction of product assessments taking into account environmental impact in each stage of product life-cycle.
		Initiated life-cycle evaluation method training for developers			
		Comply with Europe's EuP Directive			
		Establish a system to conduct an LCA for each product			
	Reducing use of environmentally hazardous substances in products	Revise list of RoHS exemptions Conduct development and evaluations of alternative products	Technologies to replace lead contained in glass with its alternative component being developed, as a priority project.	○	Revise list of RoHS exemptions, and conduct development of alternative products and prepare for conversion to them.
		Polyvinyl chloride (PVC) Set reduction targets and conduct development and evaluations of alternative products in order of their priorities	Set reduction targets for polyvinyl chloride (PVC), and development of alternative products under way, in order of their priorities.	○	Conduct development and evaluations of alternatives to polyvinyl chloride (PVC), and prepare for conversion to them, in order of priorities.
		Brominated flame retardant Conduct development and evaluations of alternative products	Continued development of alternative products and achieved mass production of some alternative products.	○	Conduct development and evaluations of alternatives for brominated flame retardant, and prepare for conversion to them.
	Reducing use of packaging materials and conserving	Reduce amount of taped packaging used for chip monolithic ceramic capacitors and chip ferrite beads per unit of production amount at domestic sites by at least 45% relative to FY2000	Reduced the amount by 49% relative to FY2000.	○	Reduce amount of taped packaging used for chip monolithic ceramic capacitors and chip ferrite beads per unit of production amount at domestic sites by at least 47% relative to FY2000.
		Reduce CO ₂ emissions from distribution per unit of net production in Japan by more than 36% relative to FY2000	Reduced CO ₂ emissions by 29% relative to FY2000.	×	Reduce CO ₂ emissions from distribution per unit of net production in Japan by at least 37% relative to FY2000.
	Global warming prevention	Reduce CO ₂ emissions per unit of net production in Japan by at least 35% relative to FY1990	Reduced 37% compared with FY1990	○	Reduce CO ₂ emissions per unit of net production in Japan by at least 35% relative to FY1990 *A new target will be discussed by the Special Committee on Global Warming Prevention.
	Conserve resources and "Reduce, Reuse, Recycle" waste	Reduced total waste emissions per unit of net production in Japan by at least 45% relative to FY2000	Reduced total waste emissions by 48% relative to FY2000.	○	Reduce total waste emissions per unit of net production in Japan by at least 50% relative to FY2000.
		Attain a waste recycling rate of at least 80% at overseas plants	Attained a waste recycling rate of 82%. (Zero-emission targets attained at Beijing, Taiwan and Malaysia sites.)	○	Attain a waste recycling rate of at least 90% at overseas plants.
		Reduced water consumption per unit of net production in Japan by at least 45% relative to FY2000	Reduced water consumption by 33% relative to FY2000.	×	Reduce water consumption per unit of production in Japan by at least 50% relative to FY2000.
	Managing and reducing environmentally hazardous chemical substances used in production processes	Formulate policies to reduce atmospheric emissions of VOCs by at least 20% relative to FY2000	Reduced atmospheric emissions of VOCs by 12% relative to FY2000.	○	Reduce atmospheric emissions of VOCs in Japan by at least 20% relative to FY2000 by taking measures according to the guidelines for reducing VOCs.
		Reduce atmospheric emissions of PFCs in Japan by at least 45% relative to FY2002	Reduced atmospheric emissions of PFCs by 47% relative to FY2002.	○	Reduce atmospheric emissions of PFCs, which are greenhouse gases, in Japan by at least 53% relative to FY2002.
	Risk management	Maintain a system for remediation of soil and groundwater pollution and maintain a system with minimal environmental risk	Implemented remediation measures at applicable sites, as planned.	○	Maintain a system for remediation of soil and groundwater pollution and maintain a system with minimal environmental risk.
Social Activities	Community / social contribution activities	Begin Murata Forest conservation activities	Implemented Murata Forest conservation activities monthly. (Total of participants: 320)	○	Continue Murata Forest conservation activities.
		Continue implementing environmental education programs for elementary and junior high school children	Implemented environmental education programs by 21 plants/affiliate companies for about 4,300 children at 65 schools.	○	Continue implementing environmental education programs for elementary and junior high school children and participating in environmental fairs, etc.
		Continue developments under the Mid-Term Greening Plan	Continued developments under the Mid-Term Greening Plan.	○	Continue developments under the Mid-Term Greening Plan.
		Obtain the Social and Environmental Green Evaluation System (SEGES) certification	Obtained the SEGES certification for a total of 6 domestic sites, including Kanazawa Murata.	○	