

[CSR Activities: Targets and Results]

Murata commits itself to continual improvement in priority theme areas through the implementation of a broad range of measures.

■ 5th Environmental Action Plan (FY2011 to FY2015) : Results for Fiscal 2013 and Targets for Fiscal 2014

Item	Targets for FY2013	Results for FY2013	Achievement	Targets for FY2014
1. Environmentally considerate products	Continue to expand the lineup of environmentally-considerate products and environmentally-considerate technologies (production methods)	The miniaturization and energy saving of products was promoted and the lineup of environmentally-considerate products was expanded by setting goals for design and development that consider the environment.	○	Continue to expand the lineup of environmentally-considerate products and environmentally-considerate technologies (production methods)
	Continue to reduce and replace environmentally hazardous chemical substances contained in products	The reduction and replacement of environmentally hazardous chemical substances was advanced as planned.	○	Continue to reduce and replace environmentally hazardous chemical substances contained in products
	Increase sales of environmentally considerate products to help shape a society with a low environmental impact	Activities towards proposing, obtaining approval for, and increasing sales of environmentally considerate products were advanced. Approval was obtained from many users and sequential replacement of existing products is ongoing.	○	Increase sales of environmentally considerate products to help shape a society with a low environmental impact
2. Global warming countermeasures	(1) Production sites	Grasp CO ₂ emissions and quantitative basic units by product at production sites	○	Grasp CO ₂ emissions and quantitative basic units by product at production sites
		Implement and monitor measures to reduce CO ₂ emissions from production	○	Implement and monitor measures to reduce CO ₂ emissions from production
	(2) Logistics	(In Japan) 39% reduction from FY2007 in CO ₂ emissions per unit of real production from logistics	○	(In Japan) 49% reduction from FY2007 in CO ₂ emissions per unit of real production from logistics
3. Chemicals	(Overseas) Grasp CO ₂ emissions from logistics and set targets	Totaling of CO ₂ emissions from logistics at overseas plants for every half year was made routine, and the setting of reduction targets CO ₂ emissions from logistics was established at each main overseas plant.	○	(Overseas) Implement measures to reduce CO ₂ emissions from logistics.
	(3) Green purchasing	(In Japan) Achieve a green purchasing ratio of 95%	△	(In Japan) Achieve a green purchasing ratio of 95%
	(In Japan) Reduce the use of environmentally hazardous chemical substances per unit of net production by 1% from the previous fiscal year	Environmentally hazardous chemical substances per unit of net production were reduced by 18.6% from the previous fiscal year.	○	Reduce the use of environmentally hazardous chemical substances per unit of net production by 1% from the previous fiscal year
4. Saving resources & recycling	(1) Waste	Reduce waste emissions per unit of net production by 1% from the previous fiscal year	○	Reduce waste emissions per unit of net production by 1% from the previous fiscal year
	(2) Containers and packaging	Increase the ratio of eco-containers made of internally produced materials to more than 60%	○	Propose one or more improvements to packaging material in connection with reducing the environmental impact
	(3) Production processes	Reduce raw material loss ratios	○	Reduce raw material loss ratios
5. Biodiversity	Continue to provide employees with biodiversity education	Incorporated content on biodiversity in the materials for new employee education and implemented that education.	○	Continue to provide employees with biodiversity education
	Provide environmental education in biodiversity for elementary and junior high school children	Under the subject of the forest, implemented education in regard to the relationship between trees and people in the "Murata Forest" activities at our Head Office.	○	Provide environmental education in biodiversity for elementary and junior high school children
6. Environmental & social contribution activities	Continue environmental & social contribution activities	Towards business management that is in a close relationship with local communities and societies, environmental education for elementary and junior high school children was continually implemented, along with activities for the preservation of the domestic woodlands known as the "Murata Forest" and for the greening of our plants and offices.	○	Continue environmental & social contribution activities

○: Achieved
△: Nearly achieved
×: Not achieved

■ Social Activities: Targets and Results for Fiscal 2013 and Targets for Fiscal 2014

Item	Targets for FY2013	Results for FY2013	Achievement	Targets for FY2014
1. Internal control systems	Aim at expanding the scope of the internal control system (new and M&A companies)	Two overseas bases were newly added to the targets of the internal control system and efforts to expand that scope were continued.	○	Advance an internal control system that is compatible with globalization (including deployment in newly established bases and M&A companies)
	Conduct efficient and comprehensive audits that utilize data	In order to improve the validity and efficiency of audit procedures, audit tools using a computer (Computer Assisted Auditing Techniques = CAAT) were introduced and an environment wherein illegalities, mistakes, inefficiencies in the work process, etc., can be detected was improved by analyzing all transaction data.	△	Conduct efficient and comprehensive audits that utilize data
	Further improve the effectiveness and efficiency of business and promote consulting activities	In addition to internal control targeting the propriety of business, the standardization and visualization of business, and the improvement and reform of business were supported, and a reexamination of work procedures in accordance with new risks was proposed.	○	Further improve the effectiveness and efficiency of business and promote consulting activities
2. Promoting compliance	Aim at an enhanced, restructured and streamlined compliance system from a cross-group perspective	(1) Regularly communicate information on compliance promotion activities Publish a monthly email magazine on compliance awareness Publish a quarterly email magazine on compliance promotion activities	○	(1) Permeate compliance awareness • Continue to regularly communicate information on compliance promotion activities (monthly) • Conduct compliance awareness tests and surveys • Implement compliance education • Hold group discussions using case methods, etc. • Implement comprehensive education (for sales and business units inside and outside Japan) with emphasis on the Competition Law and corruption regulations (2) Firmly establish Compliance Month (October) • Hold group discussions • Conduct verification tests • Post awareness posters • Conduct surveys
	(2) Firmly establish Compliance Month (October)	(1) An email magazine on compliance awareness and an email magazine on compliance promotion activities were published regularly. (2) October was made Compliance Month at Murata and domestic affiliated companies, and group discussions, verification tests, posting of awareness posters and surveys were comprehensively implemented.	○	(2) Strengthen the foundation of global compliance • Partially revise the Corporate Ethics Policy and Code of Conduct ("observance of the Anti-Monopoly Law" and "entertainment and gifts") • Distribute guidelines for observance of the Competition Law and corruption regulations
3. Strengthening risk management	Strengthen company-wide preventative measures as well as measures to minimize loss when a risk materializes in relation to significant risks that may impede the continuation of Murata business	The situations regarding the risks surrounding Murata were confirmed through regular evaluation of significant risk items and measures were implemented.	○	Implement continuous risk reduction measures in relation to significant risks that may impede the continuation of Murata business, and observe and implement prompt action in regard to the appearance of any new risks accompanying changes in the business environment at a global level
4. Society and community	Continue social and local contribution activities that are firmly rooted in and appreciated by local communities and society	• The elementary and junior high schools targeted for visiting classes and workshops were expanded. • Community clean-up, forest preservation, and greening activities were continued.	○	Continue social and local contribution activities that are firmly rooted in and appreciated by local communities and society, such as hands-on learning in relation to the science and environment that are offered as educational support for the children who are our future, promoting the local community, greening of our factories, forest preservation, etc.
5. Suppliers	In continuation from the previous fiscal year, as responses to the problem of mineral resources in regions of conflict, investigate the circumstance behind conflict mineral problems (smelter information) with suppliers, and build an in-house conflict mineral resource control mechanism	In continuation from the previous fiscal year, additional research into information on smelters whose resources are being used in Murata parts, and updating of that information, was performed and an organization was constructed that shares and deliberates on the status of measures for conflict minerals with top management through the CSR Management Committee.	○	As responses to the conflict mineral problems, cooperate closely with industry organizations, investigate information on mineral resources in regions of conflict (smelter information) with suppliers, and continue efforts to use low risk materials
	Conduct classes on Japan's "Subcontract Act" at core plants, deepen the awareness of each and every employee of departments requesting materials towards dealing with subcontractors, and foster human resources who are able to conduct education on the "Subcontract Act" at core plants	Classes on Japan's "Subcontract Act" were conducted for departments requesting materials at core plants, efforts were made to deepen the awareness of that "Subcontract Act", audiovisual education material (a DVD) on the "Subcontract Act" was introduced, and implementation of deeper and more extensive classes on the "Subcontract Act" was made possible by watching that DVD.	○	Conduct classes on Japan's "Subcontract Act" at core plants, deepen the awareness of each and every employee of departments requesting materials towards dealing with subcontractors, enhance "Subcontract Act"-related education tools such as class materials and videos, and construct a foundation upon which wide ranging education on the "Subcontract Act" can be performed.
6. Employees	Determine the response guideline at overseas bases when there is a report from a supplier, and enhance and strengthen the compliance system at overseas bases as well	Distributed "Notice of response guidelines when a supplier submits a report of a dishonest act" at overseas bases and aimed at enhancing the compliance system at overseas bases as well.	○	Make it possible to respond to emergencies based on highly accurate information by organizing information on material production sites that can be referenced in times of disaster or accidents, and by timely updating of that information
	• Implement a system to enable employees to select career paths according to their aptitude: Practice reshuffling through a career development program • Promote employment of disabled persons: Employment rate: 2.0% or more • Support active roles for senior-level employees: Hold 10 career management training sessions during FY2013	• Self-declaration was conducted for employees in their fourth year at the company, and the participation rate in the career development program for employees who entered Murata in 2009 reached 56%. • The employment rate for disabled person was 2.17% (as of 3/31/2014). • 10 career management training sessions were held.	○	• Implement a system to enable employees to select career paths according to their aptitude: Practice reshuffling through a career development program • Support active roles for senior-level employees: Hold 9 career management training sessions during FY2014
	• Continue awareness and education to prevent harassment: Hold 4 training sessions during FY2013 for those managers who have not undergone training on sexual and power harassment and 1 session for general employees • Continue human rights education: Hold once a year as social class education	• Training sessions were held 7 times at Murata's Yasu Plant for managers (who have not undergone training) and 2 times for general employees. • One human rights class was held as social class education.	○	• Continue awareness and education to prevent harassment: Hold 4 training sessions during FY2014 for those managers who have not undergone training on sexual and power harassment. • Continue human rights education: Hold once a year as social class education
• Enhance and firmly establish a support system to help employees strike a balance between work and family life ("work-life balance"): Hold 1 visitation day for children of employees	A visitation day was held for children of employees as noted below: Date and time: August 8, 2013, 13:00 to 17:00 Participants: 24 (5th and 6th grade elementary school children) Contents: Work experience, workplace tour, namecard exchange, etc.	○	• Enhance and firmly establish a support system to help employees strike a balance between work and family life ("work-life balance"): Hold 1 visitation day for children of employees	
• Promote permeation of "Murata's Foundation" and the sharing of measures: Hold manager-sponsored training: 30 times Hold idea-sharing discussions: 4 times • Promote increasing the number of foreign employees on loan: 30 in FY2013 • Increase the number of foreign employees: Number of overseas university graduates hired: 2 • Provide education on globalization (strengthen ability in English): Offer an English improvement course for each half-year	• Manager-sponsored training was held 55 times. • Idea-sharing discussions were held 10 times. • 29 foreign employees were received on loan in FY2013. • 4 overseas university graduates were hired. • An English improvement course was held in Japan (total participants: 505).	○	• Promote permeation of "Murata's Foundation" and the sharing of measures: Hold manager-sponsored training: 35 times • Continue employing foreign workers: Hire 3 new employees • Promote increasing the number of foreign employees on loan: 20 in FY2014 • Provide education on globalization (strengthen ability in English and Chinese): Offer an English and a Chinese improvement course for each half-year	
Position safety simulation education as one pillar of safety and health education, and aim at full-scale introduction and development	The education curriculum for simulation training of supervisors and operators was created and will be implemented from FY2014. At the Yasu Plant, education that simulates the dangers inherent in work and the dangers when equipment is in use was continued with a focus on new employees.	△	• Strengthen measures to prevent the recurrence of industrial accidents • Strengthen measures to improve consciousness for health and safety: Continue and promote health and safety education Implement simulations, "KYT" (accident prediction training) and risk assessment education Implement measures to improve consciousness of managers	

○: Achieved
△: Nearly achieved
×: Not achieved