

# 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 2014 and targets for fiscal 2015

○: Achieved  
△: Nearly achieved  
×: Not achieved

Item	Targets for FY2014	Results for FY2014	Achievement	Targets for FY2015	
1. Environmentally considerate products	Continue to expand the lineup of environmentally-considerate products and environmentally-considerate technologies (production methods)	Goals were set for design and development that consider the environment, and development of environmentally-considerate technologies was continued. That led to an expanded lineup of environmentally-considerate products that support miniaturization and energy saving.	○	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 carried out 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 <sub>2</sub> emissions and quantitative basic units by product at production sites	○	Grasp CO <sub>2</sub> emissions and quantitative basic units by product at production sites	
	(2) Logistics	Implement and monitor measures to reduce CO <sub>2</sub> emissions from production	Plans were drafted and those measures implemented to reduce CO <sub>2</sub> emissions from production. This resulted in a 14% reduction over FY2012 quantitative basic units.	○	Reduce CO <sub>2</sub> emissions resulting from production by 15% over FY2012 quantitative basic units
		(In Japan) 49% reduction from FY2007 in CO <sub>2</sub> emissions per unit of real production from logistics	CO <sub>2</sub> emissions per unit of real production were reduced 65% over FY2007. Due to the consolidation of warehousing functions implemented in the previous year, CO <sub>2</sub> emissions resulting from logistics were suppressed even while production increased.	○	(In Japan) Reduce CO <sub>2</sub> emissions per unit of real production resulting from logistics by 60% reduction over FY2007
(3) Green purchasing	(In Japan) Achieve a green purchasing ratio of 95%	A green purchasing ratio of 100% was achieved*. * Except in unavoidable cases (like products used in clean rooms, etc.)	○	(Overseas) Implement measures to reduce CO <sub>2</sub> emissions from logistics	
3. Chemicals	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 13.9% over the previous fiscal year.	○	(In Japan) Reduce the in-process use of environmentally hazardous chemical substances per unit of net production by 5% over FY2007 (Overseas) Reduce the in-process use of environmentally hazardous chemical substances per unit of net production by 1% over 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 28% over FY2007
(2) Containers and packaging		(Overseas) Continue efforts to achieve zero emissions	Zero emissions were maintained at 5 sites: Wuxi, Shenzhen, Taiwan, Thailand and Malaysia.	○	(Overseas) Achieve zero emissions
		Propose one or more improvements to packaging material in connection with reducing the environmental impact	Improvements to packaging material were proposed in connection with reducing the environmental impact, and those measures are ongoing.	○	Reduce the environmental impact through improvements to packaging material
(3) Production processes	Reduce raw material loss ratios	Measures for improvement (e.g., higher yields) were implemented in each individual process.	○	Reduce raw material loss ratios	
5. Biodiversity	Continue to provide employees with biodiversity education	Content on biodiversity was incorporated in the materials for new employee education and that education was implemented.	○	Continue to provide employees with biodiversity education	
	Provide environmental education in biodiversity for elementary and junior high school children	Education in regard to the relationship between trees and people was implemented within the "Murata Forest" activities.	○	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	

■ Social activities: Targets and results for fiscal 2014 and targets for fiscal 2015

○: Achieved  
△: Nearly achieved  
×: Not achieved

Item	Targets for FY2014	Results for FY2014	Achievement	Targets for FY2015
1. Internal control systems	Advance an internal control system that is compatible with globalization (including deployment in newly established bases and M&A companies)	Two overseas bases and one M&A company were newly added to the targets of the internal control system and efforts to expand that scope were continued.	○	Continue to maintain "zero" serious problems, in compliance with laws and regulations, the Articles of Incorporation, internal regulations, etc., and by promoting the development of internal control
	Conduct efficient and comprehensive audits that utilize data	Efficient and comprehensive audits that utilized data were conducted in the process of purchasing materials and facilities.	△	Conduct efficient audits in response to globalization, and promote the expansion of internal control for new bases and M&A companies
	Further improve the effectiveness and efficiency of business and promote consulting activities	The standardization, visualization and improvement of business were supported with a view toward improving effectiveness and efficiency. A review of business procedures was also proposed in accordance with new risks.	○	
2. Promoting compliance	(1) Permeate compliance awareness	(1) Permeate compliance awareness • An email magazine on compliance awareness was published monthly (12 issues/year). • October was made Compliance Month at Murata and affiliated companies, and compliance verification tests and surveys were implemented.	○	(1) Permeate compliance awareness • Continue to regularly communicate information on compliance promotion activities (monthly) • Conduct compliance verification tests and surveys
	(2) Implement compliance education	(2) Implement compliance education • Group discussions were conducted in each workplace at Murata and domestic affiliated companies, using cases where determinations were difficult, including ethical dilemmas. • Comprehensive education with an emphasis on the Competition Law and on corruption regulations was implemented at two domestic bases.	○	(2) Implement compliance education • Hold group discussions using case methods, etc.
	(3) Strengthen the foundation of global compliance	(3) 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) 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") • Continue to flexibly rebuild the ongoing system for implementing the "Basic Policy for Prevention of Cartels and Bribery" in accordance with the situation of each country and region
3. Strengthening risk management	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	Significant risk were regularly extracted and evaluated, measures for each risk were implemented, and their effectiveness confirmed.	○	• Verify the validity of existing risk measures and perform continuous improvement in order to accommodate a wide range of global risks • Recognize newly generated risks in a timely manner, and make the cycle – from risk evaluation to planning and implementation of measures – function quickly and reliably
4. Society and community	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.	Science and environmental education targeting elementary and junior high schools, and community clean-up and forest preservation activities, were continued domestically and abroad.	○	• Continue to offer educational support to human resources who are our future through science and environmental education for children • Continue local contribution activities rooted in the neighborhood community, such as greening of factories, forest preservation, etc.
	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	In continuation from the previous fiscal year, information on smelters was investigated and, except for some products, investigation was completed.	○	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
5. Suppliers	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.	Main measures were carried out as planned.	○	Promote the implementation of CSR procurement that corresponds to changing social situations and customers' demands by constructing a system to regularly check CSR compliance by suppliers
	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	Research and updating of information on material production sites were continued.	○	Respond to emergencies based on highly accurate information by timely updating information on material production sites that can be referenced in times of disaster or accidents, and aim at improving research efficiency and reducing the corresponding work time through systemization of the information collection mechanism
6. Employees	• 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	• 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 2010 reached 48%. • 9 career management training sessions were held.	○	• Implement a system to enable employees to select career paths according to their aptitude; Practice reshuffling through the career development program • Hold in-house lectures on the success and careers of women • Support active roles for senior-level employees: Hold 8 career management training sessions during FY2015
	• 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	• Two training sessions were held for those managers who have not undergone training on sexual and power harassment. • One class was held on human rights as social class education	○	• Continue awareness and education to prevent harassment: Hold 4 training sessions during FY2015 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 7, 2014, 13:00 to 17:30 Participants: 24 (5th and 6th grade elementary school children) Contents: Workplace interview, 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 the "Murata Philosophy" 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	• Manager-sponsored training was held 41 times. • One new foreign employee was hired. • 29 foreign employees were received on loan. • An English improvement course was held in Japan (total participants: 318).	○	• Promote permeation of and measures for sharing the "Murata Philosophy": • Hold workshops on sharing the philosophy: 30 times • Continue employing foreign workers: Hire 5 new employees • Promote increasing the number of foreign employees on loan: 20 in FY2015 • Provide education on globalization (strengthen ability in English and Chinese) : Offer an English and a Chinese improvement course
	• 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	The following health and safety education for employees was continued and promoted, and work was done to prevent the recurrence of industrial accidents and improve consciousness toward health and safety. • Education based on past cases of industrial accidents toward experiencing the dangers that are latent in work and dangers in using equipment (for general employees) • "KYT" (accident prediction training) education (for general employees) • Risk assessment education (for general employees) • Mental health education that incorporates the obligation to consider the safety of subordinates (for management)	○	• Continue and promote measures to prevent the occurrence of industrial accidents • Construct an occupational health and safety management system: Acquire OHSAS18001 external certification at one plant and maintain at 27 plants • Promote health and safety education: Risk assessment education: 30 times • "KYT" (accident prediction training) education: 5 times