

CSR activities: Targets and results

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

■ Results for fiscal 2015 environmental targets, medium-term targets for fiscal 2016 to fiscal 2018, and targets for fiscal 2016

Item	Targets for FY2015	Results for FY2014	Achievement	FY2016 to FY2018 medium-term targets	Targets for FY2016	
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	○	Not set as a priority theme		
	Continue to reduce and replace environmentally hazardous chemical substances contained in products	The reduction and replacement of environmentally hazardous chemical substances contained in our products was carried out as planned.	○	Not set as a priority theme		
	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 proceeded.	○	Establish evaluation methods for the amount of contribution to CO ₂ emission reduction at the usage stage of our products	Formulate and do trial computations for a calculation rule (draft) on the amount of contribution to CO ₂ emission reduction	
2. Global warming countermeasures	(1) Production sites	Grasp CO ₂ emissions and quantitative basic units by product at production sites	○			
		Reduce quantitative basic units of CO ₂ emissions from production by 15% over FY2012	○	Reduce total greenhouse gas emissions in FY2018 to 1.2 million ton CO ₂ or less	Set and implement FY2016 plan for medium-term targets	
	(2) Logistics	(In Japan) Reduce CO ₂ emissions from logistics per unit of real production by 60% over FY2007	CO ₂ emissions from logistics per unit of real production were reduced 72% over FY2007.	○	Not set as a priority theme	
		(Overseas) Implement measures to reduce CO ₂ emissions from logistics	Through improvements in the carrying efficiency of transport from the factory to the airport at overseas bases in the Greater China region, the number of truckloads was reduced by 30%.	○	Not set as a priority theme	
3. Chemicals	(In Japan) Reduce the in-process use of environmentally hazardous chemical substances per unit of net production by 5% over FY2007	(In Japan) The in-process use of environmentally hazardous chemical substances per unit of net production was reduced 46% over FY2007.	○	Not set as a priority theme		
	(Overseas) Reduce the in-process use of environmentally hazardous chemical substances per unit of net production by 1% over the previous fiscal year	(Overseas) The in-process use of environmentally hazardous chemical substances per unit of net production was reduced 1% over the previous fiscal year.	○	Not set as a priority theme		
4. Saving resources & recycling	(1) Waste	Reduce waste emissions per unit of net production by 28% over FY2007	Waste emissions per unit of net production were reduced 44% over FY2007.	○	Improve average waste emissions per unit of real production in FY2016 to FY2018 by 3% (compared to FY2011 to FY2015 average)	Improve waste emissions per unit of real production in FY2016 by 1% (compared to FY2011 to FY2015 average)
		(Overseas) Achieve zero emissions	Zero emissions were maintained at 5 sites: Wuxi, Shenzhen, Taiwan, Thailand and Malaysia.	○	Not set as a priority theme	
	(2) Containers and packaging	Reduce the environmental impact through improvements to packaging material	Improvements to packaging materials that lead to reducing the environmental impact were implemented.	○	Not set as a priority theme	
	(3) Production processes	Reduce raw material loss ratios	Measures for improvement (e.g., higher yields) were implemented in each individual process.	○	Not set as a priority theme	
(4) Water				<ul style="list-style-type: none"> Improve average water usage per unit of real production in FY2016 to FY2018 by 3% (compared to FY2011 to FY2015 average) Develop measures to establish assessment methods for and reduce water risks 	<ul style="list-style-type: none"> Improve average water usage per unit of real production in FY2016 by 1% (compared to FY2011 to FY2015 average) Investigate water risk assessment methods Strengthen rainwater discharge management toward reducing the risk of pollution 	
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.	○	Not set as a priority theme		
	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.	○	Not set as a priority theme		
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.	○	Not set as a priority theme		

○: Achieved
△: Nearly achieved
×: Not achieved

■ Results for fiscal 2015 social targets, medium-term targets for fiscal 2016 to fiscal 2018, and targets for fiscal 2016

Item	Targets for FY2015	Results for FY2014	Achievement	FY2016 to FY2018 medium-term targets	Targets for FY2016	
1. Internal control systems	Continue to achieve "zero" serious problems, in compliance with laws and regulations, the Articles of Incorporation, internal regulations, etc., and by promoting the development of internal control	Promotion of internal control was continued, and "zero" serious problems was achieved in compliance with laws and regulations, the Articles of Incorporation, internal regulations, etc.	○		Continue to achieve "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 audits in response to globalization, and promote the expansion of internal control for new bases and M&A companies	The scope of internal control continued to be expanded, including making business units (2 departments) a new target of that. In regard to expanding internal control for new bases and M&A companies, follow-up audits were conducted at the two overseas bases that were added as targets last year.	△		Realize sustainable growth by improving the transparency of management and the effectiveness of auditing, in an aim at increasing Murata's corporate value	Conduct efficient audits in response to globalization, and promote the expansion of internal control for new bases and M&A companies
2. Promoting compliance	Permeate compliance awareness • Continue to regularly communicate information on compliance promotion activities (monthly) • Conduct compliance verification tests and surveys	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.	○		Permeate compliance awareness • Disseminate information over the intranet, such as on the latest trends in regard to compliance and various laws and regulations, and continue to conduct comprehension tests and surveys, in an aim at raising employee awareness	Permeate compliance awareness • Continue to regularly communicate information on compliance promotion activities (monthly) • Conduct compliance verification tests and surveys
	Implement compliance education • Hold group discussions using case methods, etc.	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.	○		Implement compliance education • Plan and continue implementing education and enlightenment activities that aim at broadly raising the general level of knowledge and awareness in regard to compliance	Implement compliance education • Hold group discussions using case methods, etc.
3. Strengthening risk management	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	Strengthen the foundation of global compliance • The Corporate Ethics Policy and Code of Conduct ("observance of the Anti-Monopoly Law" and "entertainment and gifts") was partially revised. • A control process in order to prevent cartels was introduced at Murata and its domestic affiliates, and e-learning on cartels and bribery was implemented.	○		Strengthen the foundation of global compliance • Continue to supervise and guide the operation of ongoing systems for implementing the "Basic Policy for Prevention of Cartels and Bribery" in overseas subsidiaries through cooperation with overseas headquarters • Develop the PDCA cycle for more effective and highly transparent compliance promotion activities by including a process to verify and approve the annual plan and the results of global compliance education, monitoring, etc., which is reported by the Secretariat at the Compliance Promotion Committee that is held twice a year	Strengthen the foundation of global compliance • 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 • Maintain and implement a PDCA framework related to promoting compliance
	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	Various risk factors and related measures in Japan and overseas were checked regularly, centered on the departments of the corporate members who are the risk owners, and the effectiveness of preventing the realization of those risks and the minimization of loss at the time of occurrence was verified.	○		Ensure that the PDCA for risk management at the corporate level functions effectively, and permeate the concept of risk management as a part of day-to-day operations	Continually carry out from the investigation of risks on a global level to the implementation and evaluation of related measures, identify the important risks that Murata faces, focus on verifying whether or not those measures are effective, and conduct reviews so that those measures are strengthened further
4. Society and community	Continue to offer science and environmental education for children • Continue local contribution activities rooted in the neighborhood community, such as greening of factories, forest preservation, etc.	Science and environmental education for children, greening of factories, and preservation of local forests were gradually expanded to overseas factories in addition to domestic sites, and social and local contribution activities at the global level were continued.	○		Realize the philosophy of our Founder, "Wanting the existence of Murata to be the pride of that area ... for Murata to be a company that is a source of joy" at a global level	Enhance the content of science and environmental education for children, and expand the opportunities for them to gain interest in science and the environment • Continue to participate in forest preservation activities and events in the neighborhood community, and foster a corporate culture in which employees can proactively participate in social and local contribution activities
	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	Information on smelters was investigated and, except for some products, investigation was completed.	○		Complete confirmation of the status of CSR compliance by major suppliers	Redefine the CSR compliance criteria for suppliers that reflect the latest CSR issues, and continue promoting efforts to manage and improve the status of that compliance
5. Suppliers	Promote the implementation of CSR procurement that corresponds to changing social situations and customer demands by constructing a system to regularly check CSR compliance by suppliers	Investigation in order to confirm the status of CSR compliance by suppliers was conducted.	○		Introduce and implement stable purchasing with lower risk by further expanding the targets of procurement risk management to matters other than disasters and accidents	Continue promoting the expansion and timely updating of the part and material production site database that can be referenced in times of disaster or accidents
	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 timeframe through systemization of the information collection mechanism	Research and updating of information on material production sites were continued, and preparation for the introduction of systemized information collection was completed.	○			
6. Employees	Implement a system to enable employees to select career paths according to their aptitude. Practice reshuffling through a 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	Lectures on career autonomy were held. • 8 career management training sessions were held.	○		Introduce measures toward the awareness of career autonomy for each job • Implement efforts toward realizing diversity in ways of working and career training • Implement efforts toward promoting the participation of men in childcare • Aim at the proportion of women in management trainee positions for new graduates being 10% with technical jobs and 40% with clerical jobs, and implement measures to that end	1. Start promoting "diversity & inclusion" at Murata • Establish a committee structure for considering and promoting awareness activities (disseminating messages from Directors, etc., holding in-house lectures, etc.) and themes like "diversity and inclusion" 2. Be actively involved so that career formation and growth is possible • Promote a reform in consciousness toward autonomous career design and ways of working, and implement awareness activities for management and career training 3. Be involved toward promoting the active participation of women • Introduce and expand the system for returning to work for those employees who experience difficulty in continuing in their job due to childcare, etc. 4. Support active roles for senior-level employees • Hold 13 career management training sessions and conduct career interviews
	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	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.	○		Firmly establish a "Management System on Human Rights and Labor", and effectively implement the PDCA cycle in setting goals, extracting and improving problem through risk assessment, measuring and evaluating performance in committees, conducting management reviews, etc. • Introduce company-wide education once a year from FY2016 in regard to harassment, human rights, and labor, in order to increase employee sensitivity to those issues	1. Construction the mechanism for creating a "Management System on Human Rights and Labor" • Carry out awareness education for all employees in FY2016 2. Continue awareness and education to prevent harassment • Hold 4 training sessions during FY2016 for those managers who have not undergone training on sexual and power harassment • Carry out awareness education for all employees in the first half of FY2016 to prevent harassment 3. 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	"Murata Kids: Work Experience Corps", a visitation day for children of employees, was held.	○		Conduct investigation into and analysis of the conventional "work-life balance" support system, and consider a review of the system toward effective utilization once problems are identified • Aim further at fostering awareness of "work-life balance" support among employees and at the workplace • Continue to support the wholesome development of children, who will lead the next generation	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 workshops on sharing the Philosophy: 30 times • Continue employing foreign workers: Hire 5 new university graduate 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	Workshops were held on sharing the Philosophy: - Philosophy discussion groups for company officers were held 13 times. - Workshops for employees of overseas affiliated companies were held 4 times. - Training for new employees was held 3 times. • Other workshops were held at each site and department • Foreign workers continued to be employed: 4 new university graduate employees were hired. • The number of foreign employees accepted on loan was 20. The total number of foreign employees on loan at the end of FY2015 was 45. • Training to strengthen English ability was carried out in Japan. (The total attendance was 190 employees.)	○		Ensure that the score on items related to "sharing the Philosophy" in an FY2017 employee survey is better than that of FY2015 • Continue to hold workshops on sharing the Philosophy • Continued promoting the hiring of foreign employees and the acceptance of foreign employees on loan, and work toward further diversity in management • Aim at further strengthening the language skills of employees (English, Chinese), and develop personnel who can play an active role globally	Promote permeation of and measures for sharing the "Murata Philosophy": • Hold workshops on sharing the Philosophy: 20 times • Continue employing foreign workers: Hire 5 new university graduate employees • Promote increasing the number of foreign employees on loan: 30 in FY2016 • Provide education on globalization (strengthen ability in English and Chinese): Offer an English and a Chinese improvement course
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 it at 27 plants • Promote health and safety education: Risk assessment education: 30 times "KYT" (accident prediction training) education: 5 times	A new special committee was organized and measures were strengthened to prevent the occurrence of industrial accidents. • Construction of an occupational health and safety management system was promoted as noted below. OHSAS18001 external certification was acquired at 1 plant and maintained at 27 plants. • Health and safety education for employees was promoted as noted below. Risk assessment education was held 46 times and KYT education was held 18 times.	○		"Zero" incidence of serious work-related accidents	"Zero" incidence of serious work-related accidents • Introduce a method of patrol that can identify unsafe behavior • Promote the introduction of hands-on education	

○: Achieved
△: Nearly achieved
×: Not achieved