

Corporate Ethics Policy and Code of Conduct

In July 2002, Murata Manufacturing Co., Ltd. established the Corporate Ethics Policy and Code of Conduct. In April 2007, this was revised in light of CSR. Murata pledged and declared its intention to work as one in doing 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 Murata Manufacturing Co., Ltd. and its domestic affiliates. We have

Working toward the construction of a Global Compliance System

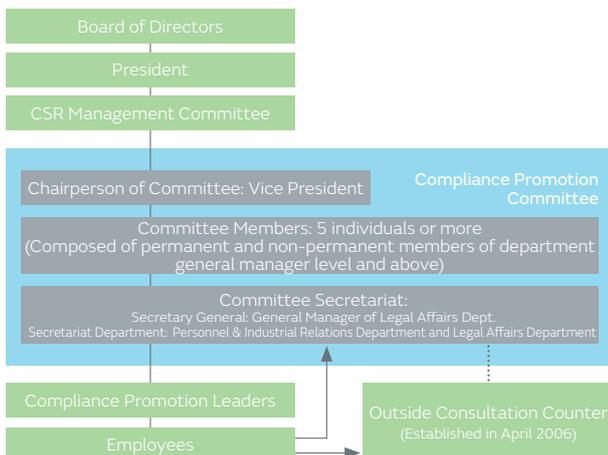
In May 2014, Murata Manufacturing Co., Ltd. established the “Basic Policy for Prevention of Cartels and Bribery.” Although cartels and bribery are also prohibited in the “Corporate Ethics Policy and Code of Conduct,” as a company that develops its business globally, we again disseminated Murata’s basic stance on cartels and bribery.

Creating a Compliance Promotion System

Murata Manufacturing Co., Ltd. has established a Compliance Promotion Committee, a subordinate body of the CSR Management Committee. 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.

We have also appointed Compliance Promotion Leaders in each division in order to ensure that all of our employees are aware of our Corporate Ethics Policy and Code of Conduct. The Compliance Promotion Leaders take e-learning courses to gain knowledge that they pass on to other employees at compliance promotion meetings held in each division.

Compliance promotion system (As of April 1, 2018)



also created English and Chinese versions, which were distributed to all our overseas locations in September 2007, adjusted to take into account laws and ordinances and social systems of their respective locations, and which have been distributed to all our employees.

Whistle-blowing system and consultation hotlines

Murata has established an internal hotline to take whistle-blowing reports and consultations if an act within Murata that violates or could violate the Corporate Ethics Policy and Code of Conduct is discovered.

In addition, we have established an environment that makes whistle blowing easier by also setting up an outside hotline to take these kinds of whistle-blowing reports and consultations for the prevention, early detection, and prompt handling of compliance violations.

Taking whistle-blowing reports and consultations, and checking, investigating, and responding to them

When a whistle-blowing report or consultation about compliance is received by the internal or outside hotline, the Compliance Promotion Committee, the chairperson of the committee, and the secretariat of the committee lead the response. Coordinating with relevant departments as necessary, they check and investigate as far as possible all the facts and the relevant laws and regulations. On that basis, the existence or nonexistence of a compliance violation is recognized and response measures such as recommendations for correction are taken as necessary.

When reports are received under a real name, feedback on the progress and results of checking and investigation is given appropriately while taking care to ensure the whistle blower does not unjustly face negative consequences as a result of blowing the whistle.

Process of receiving whistle-blowing reports and providing feedback

