

Casio's CSR Management



Casio is committed to earning the confidence of all of its stakeholders, including the broader society. In order to further enhance the effectiveness of its CSR activities, the company is engaged in various initiatives such as the improvement of corporate governance.

► CSR Implementation System

Casio communicates with stakeholders to determine the issues that it should address to meet the expectations of society.



► Corporate Governance

Through various initiatives, Casio is working to strengthen the soundness and transparency of its management.



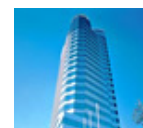
► Compliance and Risk Management

Casio is pursuing total compliance through integrated management of three foundations of employee conduct: the Casio Group Code of Conduct, risk management, and the Whistleblower Hotline.



► Social Initiatives: Action Plans and Performance

Each fiscal year issues are identified, and promotion plans are drafted and implemented to ensure that CSR activities are steadily carried out.



CSR Implementation System

Guided by the ISO 26000 international guidance standard on social responsibility, Casio determines the issues it must address to meet social expectations by engaging in close communication with stakeholders and is implementing management cycles designed to address these issues.

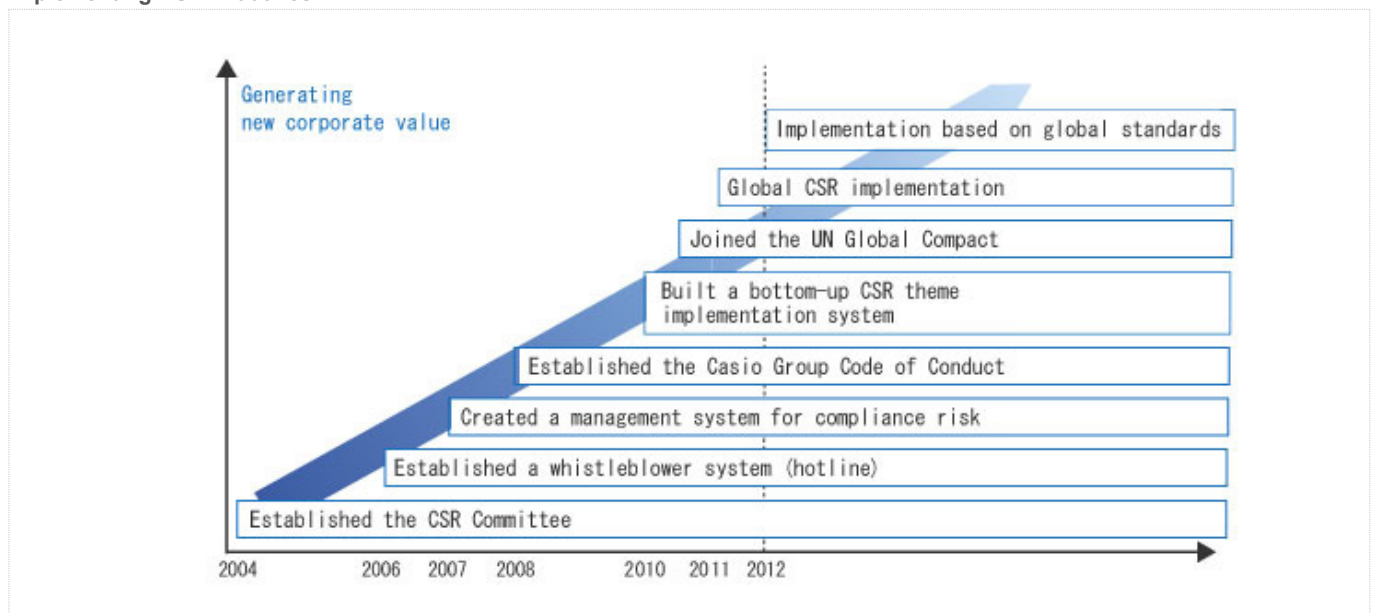
Steps in CSR Implementation

Since the establishment of its CSR Promotion Office in 2004, Casio has been implementing CSR activities while expanding the themes to be undertaken and the scope of their impact. In the initial stage, there was an emphasis on protecting corporate value through compliance and risk management (preventative CSR). Starting in fiscal 2011, Casio began focusing on using CSR to improve corporate value (proactive CSR).

In fiscal 2012, Casio appointed managers and team leaders who have responsibility for implementing CSR in order to advance CSR globally at group companies around the world. At the same time, Casio evaluated and analyzed the status of initiatives at each company based on the core subjects under ISO 26000.

In fiscal 2013, Casio once again surveyed its group companies concerning CSR activities with a focus on respect for human rights, among the priority issues identified in the previous year. Based on an evaluation and analysis of the survey results, the entire Casio group will pursue improvement of sensitivity to human rights issues as a priority issue in fiscal 2014.

Implementing CSR initiatives



CSR Committee

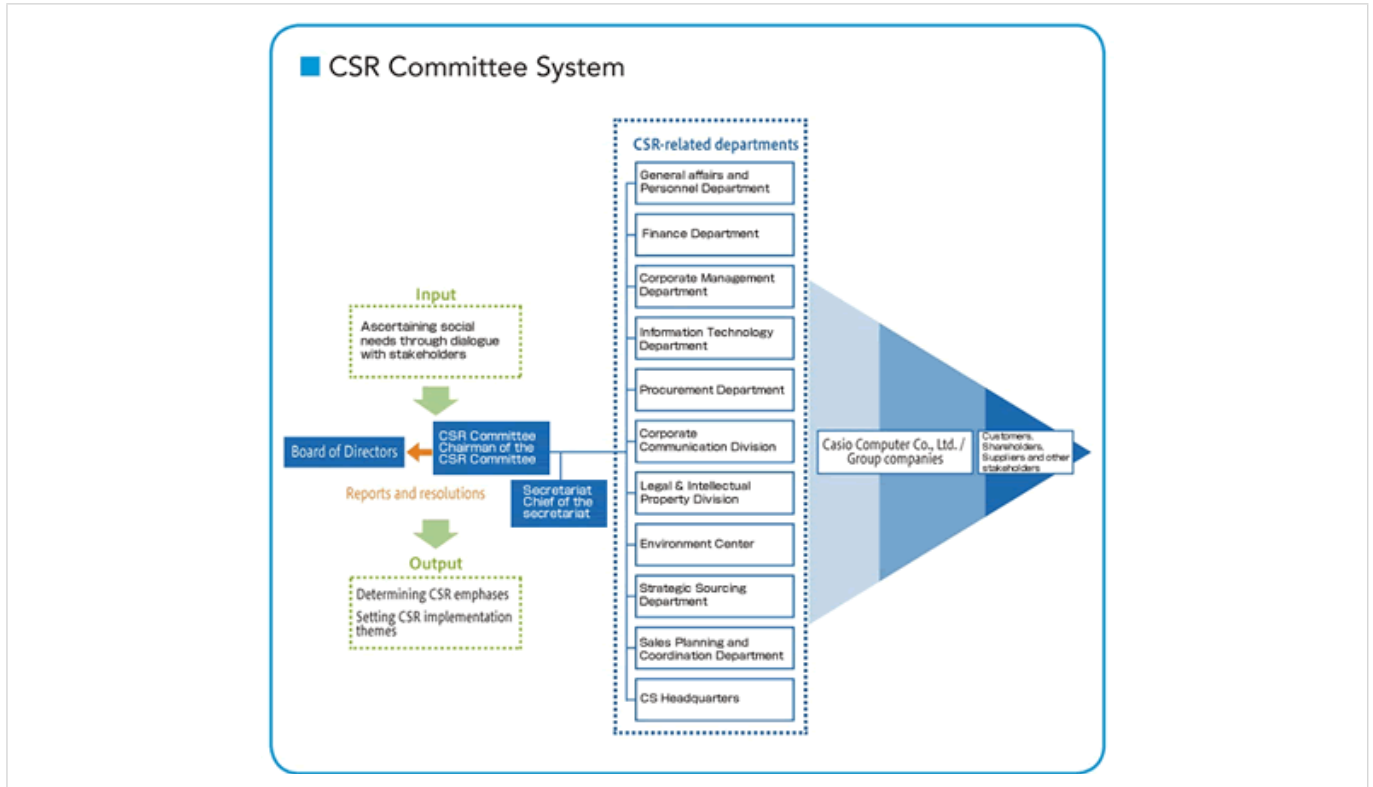
A CSR Committee headed by the director responsible for CSR has been established under the board of directors. The committee is the central body for implementation of CSR.

The CSR Committee is composed of a Secretariat that administers the committee, as well as representatives of the CSR-related (administrative) departments of Casio Computer Co., Ltd., and all Casio group companies worldwide. The CSR-related departments and the group companies appoint their own CSR chiefs and managers.

The committee meets once every six months, but its activities are carried out based on fiscal-year management cycles. At the start of the fiscal year, the Secretariat checks progress made on various themes in the previous year. It then determines the most important CSR themes for the current year, and draws up its action plan for the year. According to this action plan, ongoing themes are continued and new themes are introduced.

Next, a stakeholder dialogue is held to ascertain the current situation and challenges, and new themes are established by a working group. The CSR-related departments implement programs based on the established goals for the themes they are responsible for and the annual plans to achieve the goals. At the end of the fiscal year, progress made on the themes is evaluated. Based on the results, issues are identified, and then used to improve the plan for the next year.

CSR Committee System



Based on the results of the CSR survey at the end of the fiscal 2012, respect for human rights, a core objective of ISO 26000, was established as the key policy initiative for fiscal 2013. In this year, a total of nine themes, including themes continued from the previous year, were selected and promoted: one compliance-related theme and eight themes focusing on CSR issues. The following outlines the progress made on these themes, along with the fiscal 2014 plan.

<Individual themes for fiscal 2013 and implementation status>

No.	Theme	Fiscal 2013 performance	Status	Fiscal 2014 plan
1	Implement CSR activities across Casio group companies	Set themes by identifying CSR issues	Completed	—
2	Improve environmental performance	Surveyed industry trends	Ongoing theme	Determine categories for measurement
3	Promote CSR procurement in supply chain	Implemented site inspections at suppliers outside Japan	Ongoing theme	(Continue as part of regular operations)
4	Advance promotion and activity of female employees	Held discussion meetings on work-life balance	Ongoing theme	(Integrate into No. 8)
5	Understand importance of human rights	Revised the Casio Group Code of Conduct	Ongoing theme	Raise awareness of the Code
6	Create mechanisms to protect human rights	Conducted a human rights questionnaire	Ongoing theme	Implement measures to address human rights issues
7	Increase employment of person with disabilities	Surveyed status of system to keep and follow-up on these employees	Ongoing theme	(Integrate into No. 8)
8	Increase and utilize employee diversity	Established an overall theme plan	Ongoing theme	Promote diversity
9	Address compliance risk measures	Established rules	Completed	—