

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

Guided by ISO 26000, Casio is responding to today's rapidly changing world by identifying the specific issues that it must 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 standard on social responsibility, Casio is responding to today's rapidly changing world by identifying the issues that it must address to meet the expectations of society and implementing management cycles designed to resolve 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.

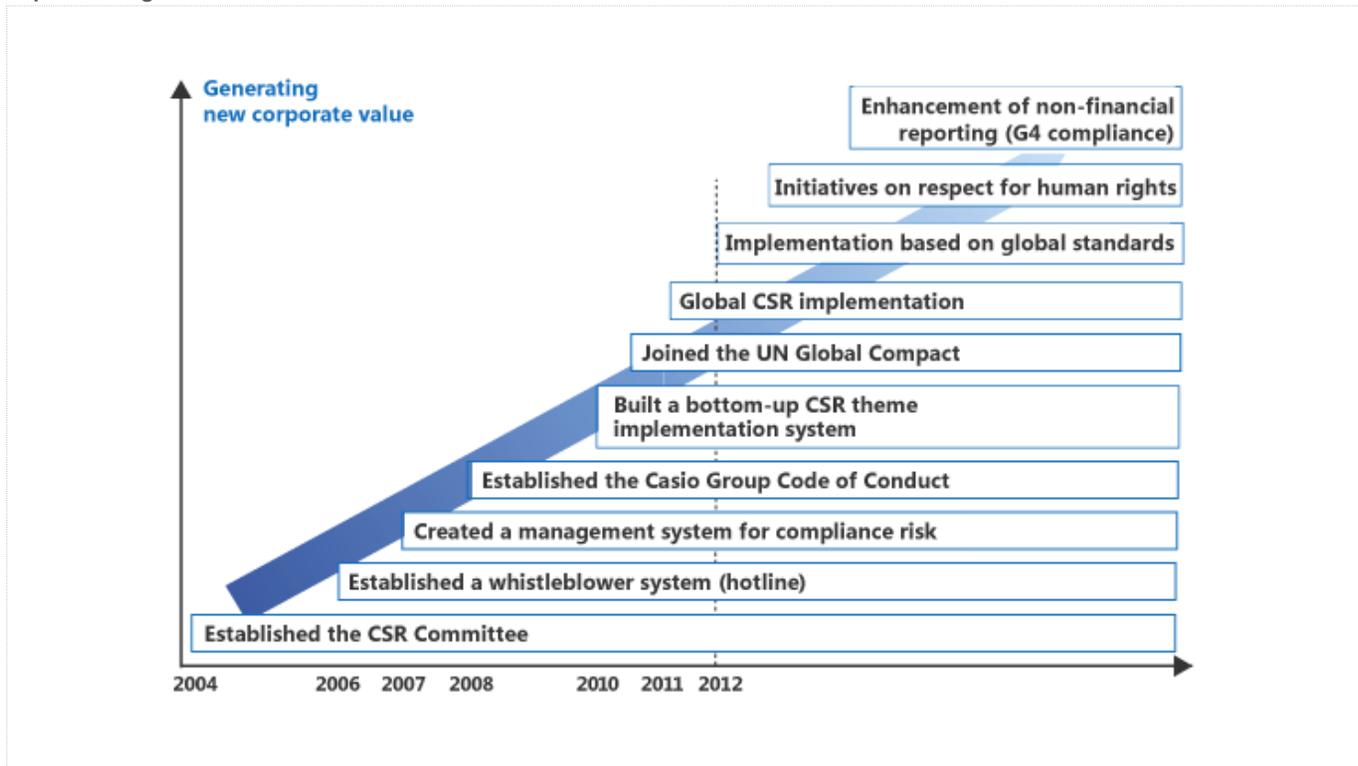
In fiscal 2013, Casio once again surveyed its group companies concerning CSR activities with a focus on respect for human rights, among the priority issues identified in the previous year. Based on an evaluation and analysis of the survey results, Casio has been making group-wide efforts to improve sensitivity to human rights issues, making this a priority since fiscal 2014.

As part of those efforts, in June 2013 Casio implemented revisions to the Casio Group Code of Conduct reflecting the latest global standards relating to respect for human rights and fair business practices. In July 2014, it established and announced the Casio Group Basic Policy on Respect for Human Rights (Casio Human Rights Policy), in order to show its commitment to human rights problems in and outside the company.

It also used an independently developed tool for checking the status of human rights initiatives to take stock of efforts in this area at each group company. Going forward, Casio will regularly conduct these checks of human rights practices and will strive to improve human rights due diligence group-wide by making the assessment, analysis, and feedback of the results a routine process.

Additionally, Casio made efforts to identify materiality for the group. First it held an employee workshop and a CSR Committee workshop to explore materiality in the eyes of employees. Then it held a meeting with experts in different areas to hear stakeholder perspectives on materiality. From here on Casio will continue these kinds of initiatives in an effort to increase the precision of its output (Casio's materiality).

Implementing CSR initiatives

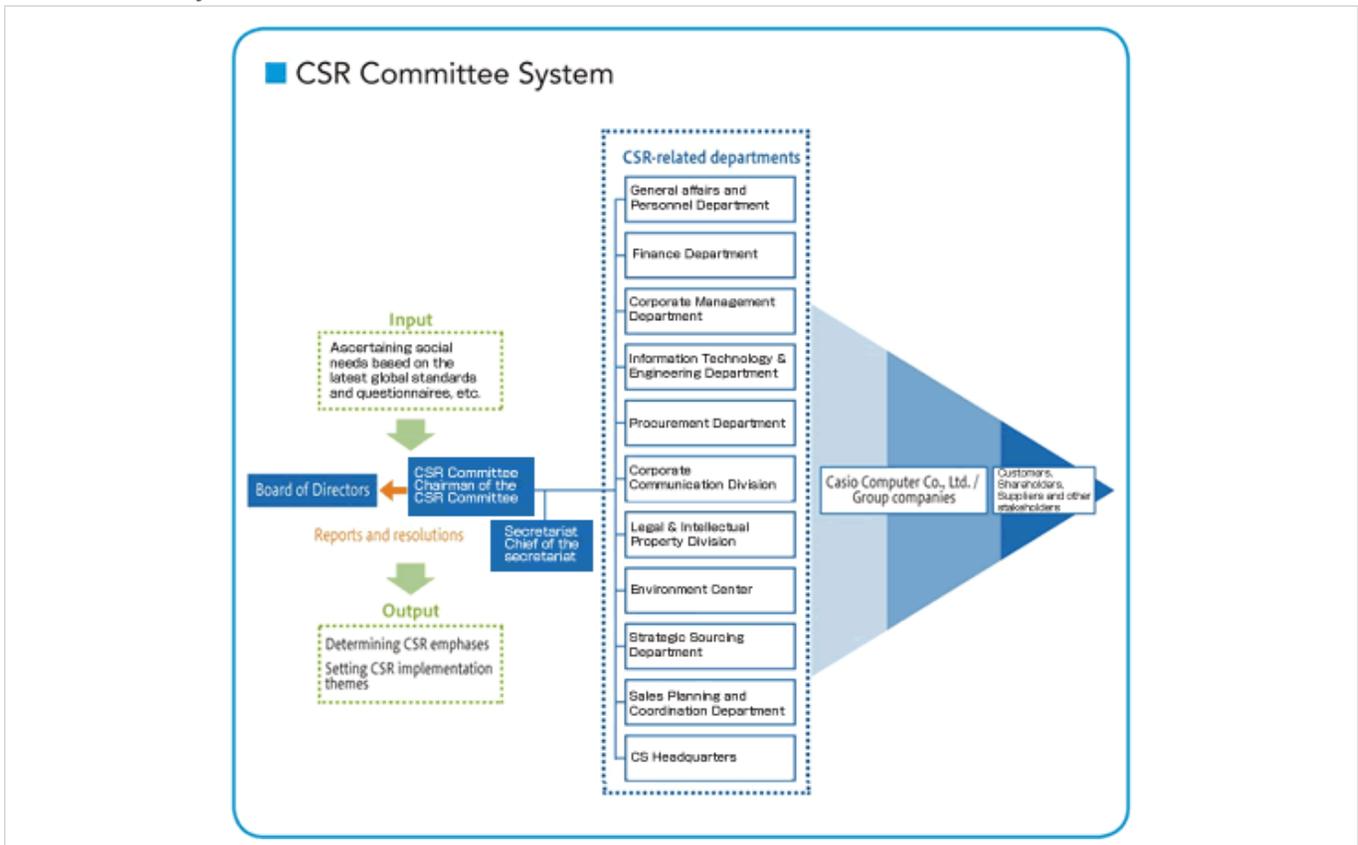


CSR Committee

Casio has established a CSR Committee headed by the director responsible for CSR 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 staff-related departments at Casio Computer Co., Ltd., and all Casio group companies worldwide. The staff-related departments and 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, the current situation and challenges are ascertained, and a working group establishes new themes, as needed. The CSR-related departments then 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



In fiscal 2014, “fair business practices” was added as a key policy initiative alongside “respect for human rights,” which is a core objective of ISO 26000 that Casio had been working on since the previous fiscal year. A total of six themes were promoted: one compliance-related theme and five themes focusing on CSR issues. The following table outlines the progress made on these themes in fiscal 2014, along with the fiscal 2015 plan.

<Individual themes for fiscal 2014 and implementation status>

No.	Theme	Fiscal 2014 performance	Status	Fiscal 2015 plan
1	Fair business practices: take action to prevent corruption	Drafted guidance and conducted survey	Ongoing	Issue guidance and produce manual
2	Create system for checking respect for human rights	Drafted policy and checked human rights issues	Ongoing	Tally issues and plan countermeasures
3	Increase and utilize employee diversity	Launched Diversity Project	Ongoing	Manage and promote the project
4	Implement measures to ensure no conflict minerals are used	Surveyed and assessed suppliers	Ongoing	Consider conducting a second supplier survey
5	Address Scope 3 in environmental performance	Finished calculating fiscal 2013 data	Completed	—
6	Take action to reduce OSS risk	Established working group structure	Ongoing	Revise guidelines and make known through seminars, etc.