

## Social Initiatives: Action Plans and Performance

Evaluation ●: All targets met, ○: Most targets met, △: Remaining issues outweigh results, ✕: No progress made

### Management

FY2014 Targets & Plans	FY2014 Performance	Evaluation	FY2015 Targets & Plans
After considering changes in the group's business environment, analyze risks relating to compliance, confirm mechanisms as indicators of risk materialization and implement measures as necessary.	After surveying the current situation for legal violation risk and considered the potential of risk occurrence, identified three themes for important countermeasures and implemented monitoring. Indicated improvements for one theme.	△	Encourage the formulation of local rules at group sites outside Japan using the corruption prohibition guidance issued by Casio as a guideline. In Japan, survey the group again to ascertain the situation of compliance risk and implement monitoring.
Based on the revised Casio Group Code of Conduct, implement CSR education with the aim of thoroughly raising CSR awareness across the entire Casio Group.	Revised the Casio Group Code of Conduct in June 2013. Conducted education within the group using contents in Japanese and translations into English and Chinese with the aim of raising awareness of the Code.	○	Continue to conduct CSR education with the aim of raising awareness of the Casio Group Code of Conduct.
Promote continuous application of security management adapted to changes in the business.	Reconsidered safety measures related to confidentiality and implemented revisions to information security rules.	○	Strengthen the group's information security governance and promote related safety measures.
Promote ongoing IT-BCP drills and education.	Established an IT-BCP and provided education for relevant persons. Established a response procedure and conducted several drills.	○	Promote ongoing IT-BCP drills and education.

## Customers

FY2014 Targets & Plans	FY2014 Performance	Evaluation	FY2015 Targets & Plans
Establishing systems that conform to safety laws and regulations.	Improved safety reviews for new models and important safety parts.	○	Establishing systems that conform to safety laws and regulations.  Reduce quality problems by focusing on new technology.  Prioritize management of product quality as an integral part of overseas business expansion.  Continue to improve customer satisfaction and convenience based on the customer satisfaction questionnaire.  Establish a technical support center in Dubai to provide after-sales service to the Middle East and Africa.  Reform the customer support center system to increase customer satisfaction and improve work.  Promote further diversification of China concentration risk. Move forward with the creation of systems in software.
Reduce quality problems by focusing on new technology.	Prevented recurrences of problems by sharing information on past problems.	○	
Prioritize management of product quality as an integral part of overseas business expansion.	Developed overseas quality information.	○	
Continue to improve customer satisfaction based on the customer satisfaction questionnaire.	Put into operation an online system for searching the status of repair progress. Implemented revisions in the charges for watch repairs.	○	
Improve watch content on the customer support website.	Published watch glossary contents. Published video content on setting the time. Published content on assessing Tough Solar model failures.	○	
Improve customer satisfaction through surveys on the quality of telephone manners of Casio and other companies, and results analysis.	Promoted improvements after conducting and analyzing the results of surveys on the quality of telephone manners.	○	
Promote further diversification of China concentration risk, by starting the second phase of the new plant in Thailand. Promote an overall approach for the ASEAN region.	Completed construction on the new third plant in Thailand. Improved systems in hardware (IT tools and production equipment).	○	

## Suppliers

FY2014 Targets & Plans	FY2014 Performance	Evaluation	FY2015 Targets & Plans
Continue to implement CSR questionnaires in and outside Japan, including questions on policies to avoid the use of conflict minerals.	Continued to implement CSR questionnaires in and outside Japan. Received replies from 256 companies in Japan, a 99% response rate (a record high). Received replies from 182 companies in China and Thailand, a 100% response rate.	○	Continue implementing CSR questionnaires in and outside Japan. Reconsider questions on questionnaires used outside Japan. (Unify with questions used in Japan, except for those concerning laws and regulations only found outside Japan.)
Ensure application of PDCA management cycles for onsite inspection of CSR performance at suppliers outside Japan.	Conducted onsite inspections at 10 companies in China. Have covered 66% of suppliers on a trade value basis over four years. Restarted a CSR promotion project that had been suspended after flooding in Thailand, and conducted onsite audits at four companies. Have covered 50% of suppliers on a trade value basis. Issued audit reports after conducting audits to share issues with suppliers.	○	Continue and expand onsite inspections of CSR performance at suppliers outside Japan. With respect to onsite audits, cover 70% of suppliers in China on a trade value basis.
Share various CSR performance issues with suppliers at supplier meetings. (e.g., avoidance of conflict minerals in 2013)	Explained Casio's approach and policy for addressing conflict minerals, and requested cooperation in surveys to be conducted at a later date.	○	Share issues with suppliers at supplier meetings. <ul style="list-style-type: none"> <li>• Avoidance of conflict minerals</li> <li>• Share CSR performance issues and know-how</li> </ul>

## Employees

FY2014 Targets & Plans	FY2014 Performance	Evaluation	FY2015 Targets & Plans
<ul style="list-style-type: none"> <li>• Strengthen training system for employees to be posted outside Japan. (establish and implement executive training)</li> <li>• Construct role standards for employees posted outside Japan.</li> <li>• Establish education for locally hired executives at overseas group companies.</li> <li>• Improve nationality diversity by actively employing outstanding foreign students studying in Japan.</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthened training system for employees to be posted outside Japan; planned and provided training for presidents of companies outside Japan.</li> <li>• Provided overseas site management skills training for senior management.</li> <li>• Provided intercultural management skills training.</li> <li>• Adopted risk management training.</li> <li>• Provided life support seminars.</li> <li>• Provided education seminar for children</li> <li>• Provided pre-departure language training.</li> <li>• Established plans to strengthen pre-departure training of management staff headed outside Japan.</li> <li>• Finished constructing role standards for employees posted outside Japan.</li> <li>• Established a draft plan of an educational system for locally hired executives at overseas group companies.</li> <li>• Hired new graduates of diverse nationalities (six countries besides Japan).</li> </ul>	○	<ul style="list-style-type: none"> <li>• Implement measures to strengthen the global mindset of employees in Japan. (Spread awareness of the definition of global human resources by posting it on the company intranet, and provide training to company leaders designed to mimic intercultural experiences.)</li> <li>• Implement measures to strengthen the human resources systems at overseas group companies. (Hold global human resources meetings, and check, share, and offer guidance on revising each company's HR programs.)</li> </ul>

<p>Launch and promote a diversity project</p> <p>Female employees</p> <ul style="list-style-type: none"> <li>• Strengthen the mentor system.</li> <li>• Start women engineers meetings.</li> <li>• Match the male-female ratio for executive appointment with that for outstanding general employees</li> </ul> <p>Non-Japanese.</p> <ul style="list-style-type: none"> <li>• Improve nationality diversity through active hiring of outstanding foreign students studying in Japan.</li> </ul> <p>Persons with disabilities</p> <ul style="list-style-type: none"> <li>• Achieve the legally mandated employment rate for consolidated group companies in Japan.</li> <li>• Maintain the employee follow-up system.</li> </ul> <p>Seniors</p> <ul style="list-style-type: none"> <li>• Continue to provide rehiring opportunities to employees who have reached mandatory retirement age.</li> <li>• Start new initiatives to further promote active roles for seniors.</li> </ul>	<p>Female employees</p> <ul style="list-style-type: none"> <li>• Expanded and provided a mentor system.</li> <li>• Matched the ratio of male to female outstanding general employees with the gender ratio for all company employees.</li> <li>• Made a reinstatement interview system mandatory.</li> <li>• Established and disseminated evaluation guidelines for persons working shorter hours.</li> </ul>	○	<p>Female employees</p> <ul style="list-style-type: none"> <li>• Measure effects of reinstatement interview system.</li> <li>• Disseminate company-wide evaluation guidelines for persons working shorter hours.</li> <li>• Survey awareness related to active roles played by women.</li> <li>• Reconsider action plan.</li> <li>• In the medium term, match the ratio of male to female executive appointments with the gender ratio of all company employees.</li> </ul>
	<p>Persons with disabilities</p> <ul style="list-style-type: none"> <li>• Raised the rate from 1.84% to 1.95% for the consolidated Casio Group in Japan.</li> <li>• Participated in recruitment fairs organized by the Public Employment Security Office and actively hired persons with disabilities.</li> <li>• Strengthened the employee follow-up system.</li> <li>• Reconsidered safe working environments.</li> </ul>	△	<p>Persons with disabilities</p> <ul style="list-style-type: none"> <li>• Achieve the legally mandated employment rate for consolidated group companies in Japan.</li> <li>• Expand active hiring practices.</li> <li>• Maintain the employee follow-up system</li> <li>• Implement measures to increase understanding of persons with disabilities in the workplace.</li> </ul> <p>Non-Japanese</p> <ul style="list-style-type: none"> <li>• Respond to the needs of Muslims at company facilities.</li> <li>• Make self-development plan for non-Japanese employees.</li> <li>• Support applications for work permission.</li> <li>• Establish leave system for non-Japanese employees to visit their home countries.</li> </ul>
	<p>Non-Japanese</p> <ul style="list-style-type: none"> <li>• Interviewed employees with non-Japanese nationalities.</li> <li>• Internationalized cafeteria menu descriptions (English descriptions and ingredient marks)</li> </ul>	●	<p>Non-Japanese</p> <ul style="list-style-type: none"> <li>• Respond to the needs of Muslims at company facilities.</li> <li>• Make self-development plan for non-Japanese employees.</li> <li>• Support applications for work permission.</li> <li>• Establish leave system for non-Japanese employees to visit their home countries.</li> </ul>
	<p>Seniors</p> <ul style="list-style-type: none"> <li>• Continued to provide rehiring opportunities with appropriate treatment to employees who have reached mandatory retirement age.</li> <li>• Launched a Second Career Working Group as part of the Diversity Project. Started considering measures to facilitate seniors' active contributions.</li> </ul>	○	<p>Seniors</p> <ul style="list-style-type: none"> <li>• Continue to provide rehiring opportunities to employees who have reached mandatory retirement age</li> <li>• In the Second Career Working Group, make proposals regarding seniors' active contributions, and formulate and implement measures.</li> </ul>
Maintain percentage of eligible employees taking childcare leave above 90%.	Maintained percentage of eligible employees taking childcare leave above 90%.	●	Maintain percentage of eligible employees taking childcare leave above 90%.
Establish new measures and improve activities with the aim of further reducing overtime work.	Established measures to further reduce overtime work company-wide.	●	Reduce company-wide overtime work by 10%.
Ensure thorough follow-up measures (target 80% implementation rate) for those with high-risk results.	Ensured thorough follow-up measures (79% implementation rate) for those with high-risk health checkup results.	○	Ensure thorough follow-up measures (target 80% implementation rate) for those with high-risk health checkup results.
Promote the program at the Casio headquarters in Hatsudai.	Held a stop smoking seminar at the headquarters in Hatsudai (attended by 161 people).	●	Conduct a stop smoking support program at the Hachioji R&D Center.

**Local communities**

FY2014 Targets & Plans	FY2014 Performance	Evaluation	FY2015 Targets & Plans
Boost nationwide roll-out of activities by continuing to promote the programs for educating the next generation.	Expanded scope of activities to include Fukushima, Aichi, Osaka, and Shiga, and provided learning opportunities to a total of 13,369 people.	●	Boost nationwide roll-out of activities by continuing to promote the programs for educating the next generation.
Continue to support cutting-edge science and technology research.	Presented 38 research grants totaling 50 million yen through the Casio Science Promotion Foundation.	○	Continue to support cutting-edge science and technology research.
Continue to provide assistance for victims of the Great East Japan Earthquake, with a focus on helping children orphaned by the earthquake and ensuring adequate emotional care for children and school students affected by the earthquake..	Continued supporting the Ashinaga Great East Japan Earthquake and Tsunami Orphans Fund, conducted a school visit program in the afflicted areas, and engaged in volunteer efforts to help rehabilitate farm land.	○	