

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.



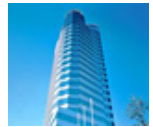
► Compliance and Risk Management

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 guidance 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

1. Evolution from preventative CSR to proactive CSR (2004 to 2010)

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).

2. Evaluation of initiative progress on core ISO 26000 subjects (2011)

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.

3. Prioritization of initiatives to promote respect for human rights (2012 to present)

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.

▶ [Casio Group Policy on Human Rights](#)  (PDF / 47.1KB)

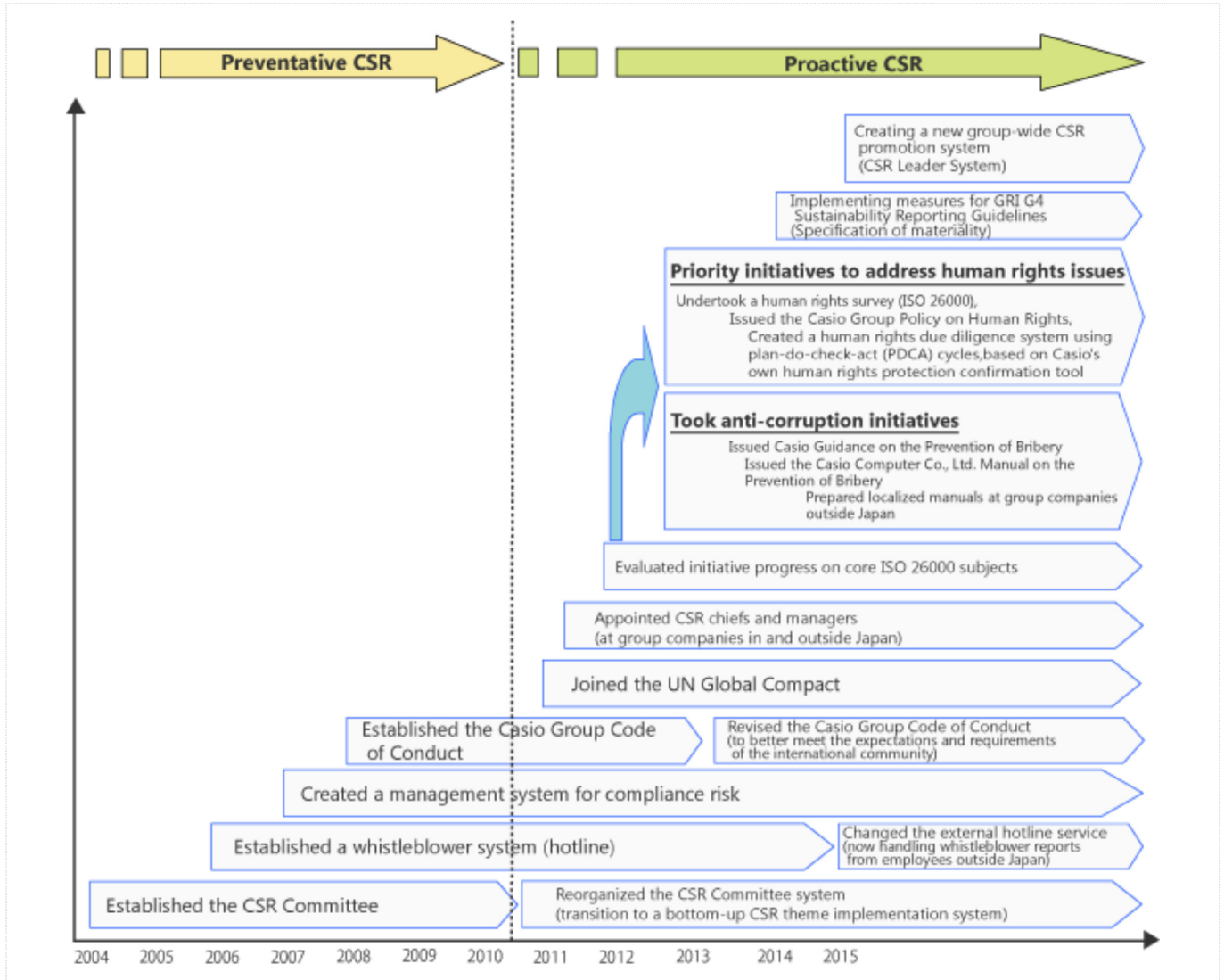
4. Implementation of measures for the GRI G4 Sustainability Reporting Guidelines (2014 to present)

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 in April and May of 2014. Then it held a meeting with experts in different areas to hear stakeholder perspectives on materiality in June 2014. From here on Casio will continue these kinds of initiatives in an effort to increase the precision of its output (Casio's materiality). In May 2015, Casio started sending out questionnaires to various experts, employees, and customers, in order to gather opinions on Casio materiality from various stakeholder perspectives. The aim is to increase the precision of the output (materiality) of the efforts Casio makes. The specification of materiality will be completed by the end of 2015. It will be reflected in the Sustainability Report 2016, which will comply with the GRI G4 Guidelines.

5. Establishment of new group-wide CSR promotion system

Casio is now creating a CSR Leader system, a new initiative in 2015. About 100 employees will be selected from each department to receive priority CSR training to help them become CSR Leaders. By fostering these leaders as core CSR human resources and promoting discussion among them concerning the future direction of Casio's CSR activities, Casio expects that they will become key agents for promoting CSR awareness within their departments. In fiscal 2016, the new system will first be introduced at the head office, before it is eventually expanded to Casio group companies in and outside Japan. The aim is to improve group-wide CSR literacy, worldwide.

Implementing CSR initiatives

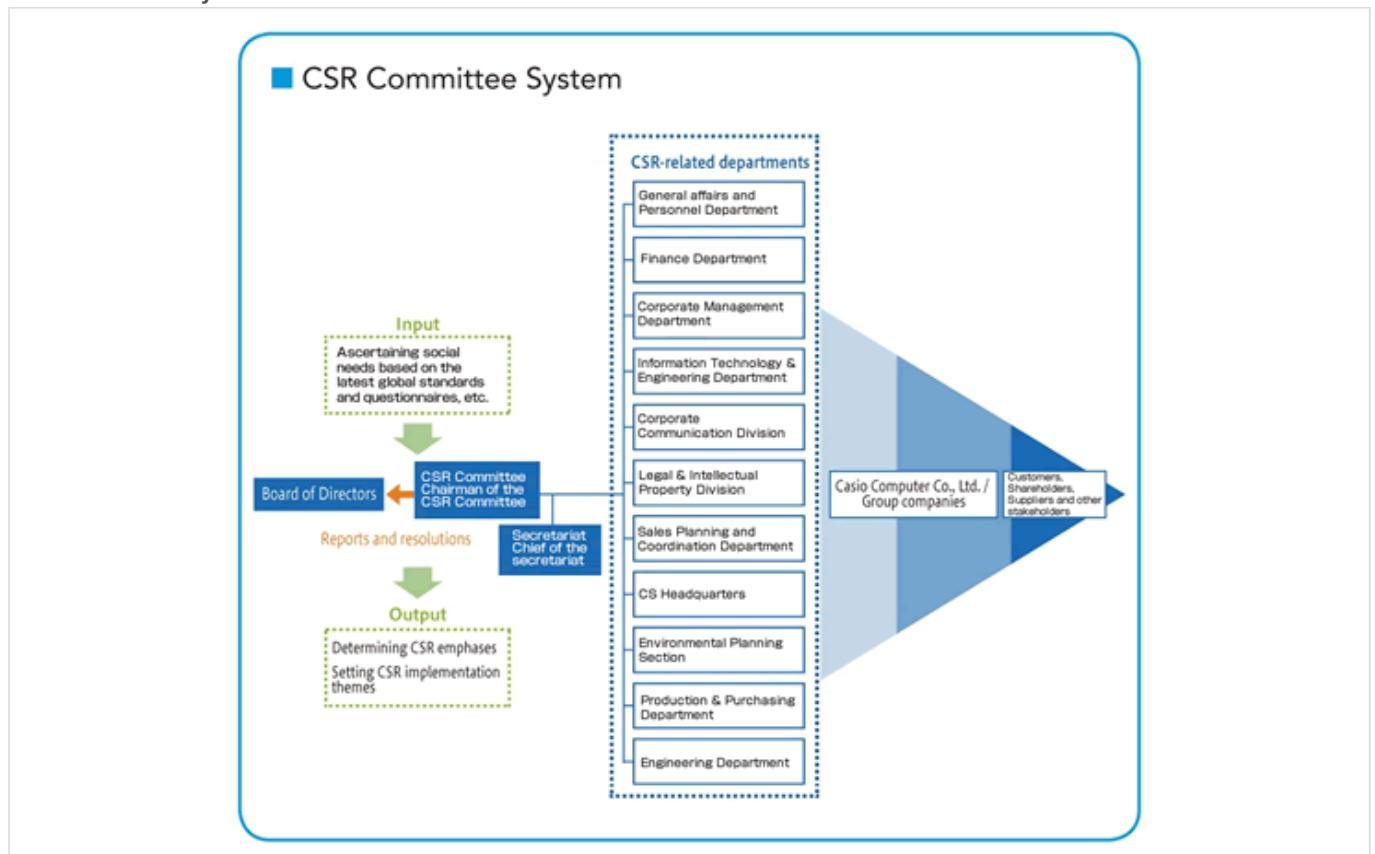


CSR Committee

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 CSR chiefs and managers from staff-related departments at Casio Computer Co., Ltd., and all Casio group companies worldwide, and is administrated by a Secretariat. At the start of the fiscal year, the Secretariat checks progress made on various CSR themes in the previous year. It then creates an overview of conditions for future progress, the expectations of society, and environmental changes. Priority themes for action are determined for each fiscal year, and a specific action plan is formulated. Under the action plan, ongoing themes are continued and new themes are introduced. New themes are established upon ascertaining the current situation and challenges, and also according to requests from CSR-related departments.

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 2015, "ensure compliance with the GRI G4 Sustainability Reporting Guidelines" was added as a key policy initiative alongside "respect for human rights" and "fair business practices," which are core objectives of ISO 26000 that Casio had been working on since the previous fiscal year. A total of seven themes were addressed: two 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 2015 and implementation status>

No.	Theme	Fiscal 2015 performance	Status	Fiscal 2016 plan
1	Fair business practices: take action to prevent corruption	Develop manuals for Japan and raise awareness of them	Ongoing	Promote the creation of localized rules outside Japan
2	Create system for checking respect for human rights	Develop policies and check human rights issues	Ongoing	Promote understanding and awareness of respect for human rights
3	Increase and utilize employee diversity	Enhance diversity globally	Ongoing	Enhance diversity globally
4	Implement measures to ensure no conflict minerals are used	Conduct and evaluate the second supplier survey	Ongoing	Consider conducting a third supplier survey
5	Ensure compliance with the GRI G4 Sustainability Reporting Guidelines	Materiality: Specify Casio's core issues	New	Determine materiality
6	Take action to reduce OSS risk	Revise guidelines and promote awareness	Ongoing	Revise guidelines and utilize tools effectively
7	Ensure compliance with Japan's revised Act against Unjustifiable Premiums and Misleading Representations	Develop a regulatory compliance system	New	Create documents, tools and mechanisms