

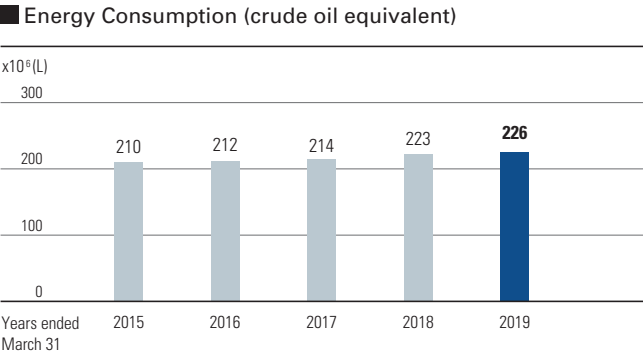
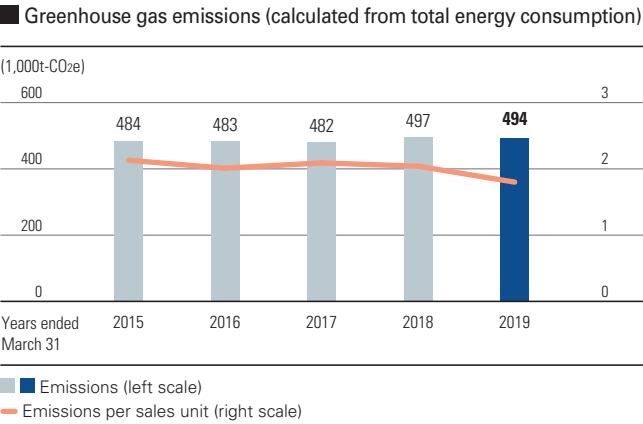
—Environment (E) and Social (S) activities—

Environmental activities

In order to contribute to the passing on of our irreplaceable natural world to future generations, the TAIYO YUDEN Group is promoting environmental activities based on our philosophy of reducing the environmental impact of our business activities, including everything from product research, development and design to the procurement of materials, manufacturing, sales

and after-sales service.

As part of this, we are working toward achieving priority goals such as reducing greenhouse gas emissions (output unit-based reductions) and improving efficiency in energy use (output unit-based conservation of energy).



Human Resource Activities Related to Labor and Human Rights

The TAIYO YUDEN Group has defined a Code of Conduct regarding labor and human rights within the CSR Code of Conduct which stipulates that child labor or forced labor are not to be conducted. A survey on child labor and forced labor was conducted in all countries where Group companies are located, and the results confirmed that these stipulations were being complied with 100%. In addition, the Code of Conduct stipulates that we will respect the diversity, personality, and individuality of employees, ensure a work environment without any discrimination, and not conduct acts of harassment by authority in the organization, and we are also promoting compliance with these provisions.

In line with our founding philosophy, the TAIYO YUDEN Group aims to bolster the quality of life of each of our employees by respecting the personality and individuality of each

person based on recognition of people’s diverse backgrounds and characteristics. Through our continuous efforts to develop human resources, we aim to create a global workforce built on different cultures that can effectively implement the company’s management strategy and enhance creativity and specialization of employees so that they can create new value that contributes to society. Based on our personnel mission of “Facilitate employees’ future and excellent organizations,” we are focused on ensuring an environment where all employees and organizations can work to the best of their abilities, and through the acceleration of human resources training contribute not only the development of the TAIYO YUDEN Group, but also each employee pursuing growth on their own.

➡ p.32-33 Human Resources Strategy

Health and Safety Activities

The TAIYO YUDEN Group works to eliminate work-related accidents and reduce major risks based on the Fundamental Principle of Safety and Health that provide workplaces which always maintain safety and where employees can work in confidence in order to ensure their well-being, as they are an important resource for the company.

Currently, to achieve the new medium-term occupational health and safety targets for the fiscal year ending March 31, 2019, we are promoting initiatives to improve the level of the 5M (Man, Machine, Method, Material, and Measurement) items in order to eliminate unstable conditions and unsafe behavior that cause work-related accidents.

■ New Medium-term Occupational Health and Safety Targets

Results and Targets	5Ms for Medium-term Targets
Incidence rate of injuries and illness Year ending March 31, 2022 Target Less than 0.035	Man Fostering an awareness of safe behavior
Year ended March 31, 2019 Results 0.015	Machine Equipment safety meeting the ISO and IEC standards
	Method Standardization of procedures for safe work
	Material Minimization of toxicity and danger of chemical substances
	Measurement Strengthening of checking system

Materials Procurement Activities

Recently, there have been strong international demands for companies to conduct business activities with a social consciousness based on high ethical and moral standards. The TAIYO YUDEN Group has established a basic policy on

materials procurement, and is promoting CSR procurement activities for not only suppliers of parts, materials, machinery as well as technologies and services procured by the Group, but also the entire supply chain including all clients.

Responsible Minerals Procurement

The TAIYO YUDEN Group has formulated a procurement policy aimed at the responsible procurement of minerals, and takes the following measures in line with that policy.

Responsible Minerals Procurement Policy

TAIYO YUDEN Group established CSR Charter / CSR Code of Conduct and promotes CSR activities in order to fulfill social responsibility. As “Mutual Trust / CSR” in our Procurement Policy, TAIYO YUDEN Group shall actively practice the CSR management in procurement activities and further establish sound partnership to build mutual trust and development.

TAIYO YUDEN Group promotes “Minerals Procurement” to fulfill social responsibility in Supply chain. TAIYO YUDEN Group procure the realized minerals without involvement in conflicts, human rights violation or labor issues. TAIYO YUDEN Group requests suppliers to understand the TAIYO YUDEN’s procurement policy and cooperate with the survey on the procurement process. Furthermore, TAIYO YUDEN Group requests suppliers to procure minerals from the refiners/smelters approved by globally recognized frameworks such as RMI (Responsible Minerals Initiative).

Concrete Initiatives

1. We construct management system of minerals procurement complied with OECD due diligence guidance.
2. We promote “Responsible Minerals Procurement” throughout supply-chain in collaboration with industry organization.
3. We identify and evaluate risks by using globally standardized programs such as the latest CMRT.
4. When non-corrective mineral procurement is found, we will stop to procure and take corrective action.
5. We disclose results of mineral procurement survey upon customers’ request.

Social Contribution Activities

Based on an approach focused on coexisting harmoniously with local communities, our social contribution activities include holding and participating in volunteer activities and charity events, interacting with communities and providing factory tours.

TAIYO YUDEN SOLFILLE Women’s Softball Team

The women’s softball team was established in 1984 for the purpose of improving employee motivation and the name recognition of the company. The team has been in the first division of the Japan Softball League for 32 years since 1987. During this time, it has had a spectacular track record that includes gaining championship titles in the league and the All Japan

National Championship, and it has also produced some Olympic national team players.

In addition, the team plays a major role in inspiring not only employees, but also people in the local community and children through means such as holding softball classes for future players nationwide.



For further details on our sustainability activities, please visit at <https://www.yuden.co.jp/or/company/sustainability/>