

# EBARA Group CSR

EBARA Group CSR Policy Established on November 5, 2012	Four Fields of United Nations Global Compact	ISO26000		Page of this magazine
		The seven principles	The seven core subjects	
<b>1. The EBARA Group conducts business with a high standard of ethics.</b> ① The EBARA Group recognizes that it exists to support society, industry, and infrastructure. ② The EBARA Group innovates to supply technologies, products, and services that delight its customers. ③ The EBARA Group operates in a spirit of free and fair competition ④ The EBARA Group strives to improve the global environment.		Ethical behavior Respect for the rule of law Respect for International norms of behaviour	Governance	P.10~13 • P.30
			Consumer issues	P.14~29
	Anti-corruption		Fair operating practices	P.30 • 31
	Environment		The environment	P.32~35
<b>2. The EBARA Group builds relationships of trust with stakeholders.</b> ⑤ The EBARA Group demonstrates shared passion and integrity in all its dealings. ⑥ The EBARA Group respects human rights and diversity. ⑦ The EBARA Group strives to achieve mutual understanding through transparent information disclosure. ⑧ The EBARA Group creates secure, safe, and positive work environment. ⑨ Through high-quality communication, the EBARA Group aims to be a company everyone can take pride in.		Respect for stakeholders' interests		P.36 • 37
	Human rights	Respect for human rights	Human rights	P.38 • 39
		Accountability Transparency		P.40 • 41
	Labour		Labour practices	P.42~45
			Community involvement and development	P.46 • 47

## The founding spirit, “Netsu To Makoto”

(Note: “Netsu To Makoto” means enthusiasm and sincerity.)

More than simply doing what you have been assigned to do, but also tackling your assignment with the zeal of originality and ingenuity of your own and carrying it through with sincerity.  
Approaching any person on any issue with zeal and sincerity would never end up failing to move that person.

### 《Corporate Philosophy》

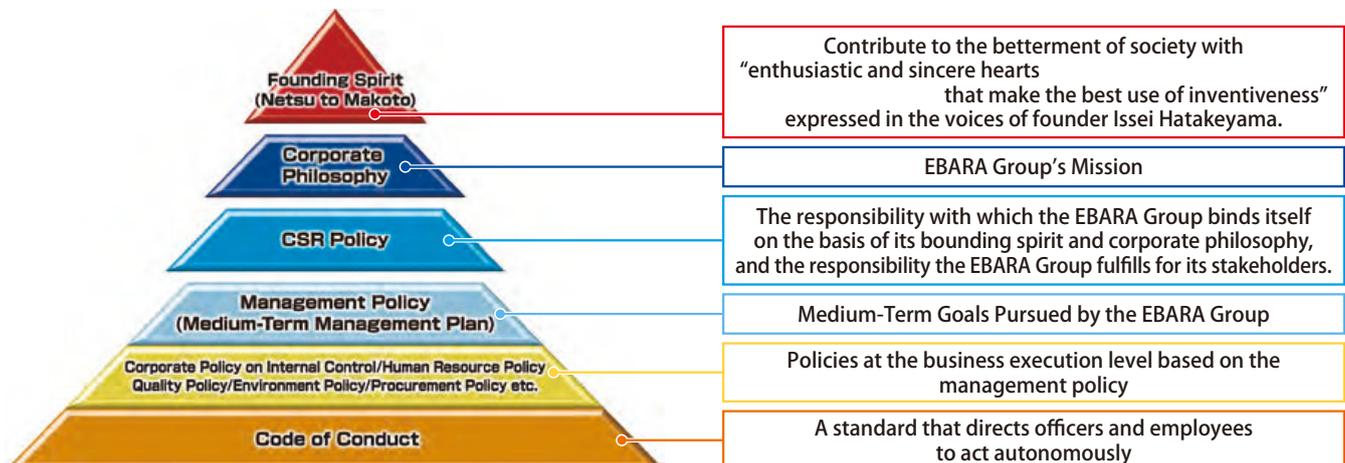
Extensive contribution to society by providing superior technology and the best possible service related to water, air, and the environment.

## Establishment of EBARA Group CSR Policy

The EBARA Group commemorated its 100th anniversary in November 2012.

In order for the EBARA Group to be able to deploy its operations around the world for another 100 years ahead as an industrial machinery builder and fulfill its social responsibility by so doing, it thought that a basic policy would be worthwhile to guide the global member firms to share the founding spirit and corporate philosophy of the EBARA Group and translate them into action. The EBARA Group CSR Policy thus formulated puts forward two classes of responsibility: one with which the EBARA Group binds itself, worded as “Carry out businesses with a high standard of ethics,” and one the EBARA Group fulfills for its stakeholders, worded as “Builds relationships of trust with stakeholders.” This policy encompasses the United Nations Global Compact and ISO 26000 (guidelines for social responsibility).

### 》》 Framework of Corporate Ethics at EBARA Group



## CSR Promotion Organization

### ◇CSR Committee

The CSR Committee meets four times a year as a supreme organ for decision making on CSR management. With the President acting as Chairperson, the Committee is composed of the entire board of directors, including outside directors and full-time corporate auditors. A lawyer serving as a contact for consultation on compliance issues attends meetings of the Committee to provide advice on how to enforce compliance from a third party's standpoint. The Committee confirms the compliance status, supervises the status of development and administration of the internal control management system and directs corrections and improvements as dictated by internal audit findings.

Representatives of member firms of the EBARA Group may be also present at Committee meetings to report on their own compliance status.

Proceedings are publicized on an intranet to help brew a sense of compliance among the employees and prevent recurrence of compliance breaches. Discussions will be launched from a broader perspective than compliance to make for better CSR management.

### ◇CSR Report Production Committee

The previous CSR Activity Planning Committee has been renamed "CSR Report Production Committee" to meet accountability for the EBARA Group's CSR activities to our stakeholders. Working in line with the CSR Policy to "Promote mutual understanding with stakeholders through transparent information disclosure," the Committee endeavors to improve the way in which the EBARA Group disseminates CSR information.

## Day for Reconfirming Basic Principles for Action

March 23 of each year is designated the "Day of Reaffirmation of Guiding Action Principles," on which the President releases a message addressed to all employees to encourage them to review the social corporate responsibility of the EBARA Group. The President's message for FY2012 read, "The EBARA Group CSR Policy forms the backbone of the Group's management together with our founding spirit and corporate philosophy and is our pledge to society." "Thorough adherence to the CSR Policy while you are action," the message continued to declare, "should allow the EBARA Group to stay a contributor to society for another 100 years. Each one of you needs to look back on the operations you have performed and then verify their appropriateness against the Five Guiding Action Principles. Let us be a business group that deserves social trust, and in which we can take pride, by offering our solutions to restoration from the Great East Japan Earthquake and to global water and energy issues or by contributing to technological innovations in high-tech industries, such as semiconductors."

### 〈Five Basic Principles for Actions of the EBARA Group〉

1. Realize that any action, no matter how trivial, can lead to serious consequences.
2. Confirm the objective and meaning of actions before carrying them out.
3. Follow fixed procedures and rules when carrying out actions.
4. Review actions, confirm them, and take responsibility for their results.
5. Adopt a wide perspective and consider areas outside one's own responsibility when carrying out actions.

## CSR Lecture

In FY2012, two lecture meetings were held to target the management. The first meeting, held on the topic of the "EBARA Group Anti-Corruption Program" established in September, attracted an attendance of 38 of the 45 eligible managers. At the second meeting, an outside lecturer was invited to speak on the advanced approaches to CSR activities and the impact of the U.S. Conflict Minerals Disclosure Rule on the EBARA Group. It was attended by 43 of the 48 eligible managers, including those from nonconsolidated subsidiaries.

The second meeting kicked off with the then President Yago elaborating the EBARA Group CSR Policy established in November, stating that carrying out businesses with a high sense of ethics and building ties of mutual trust with stakeholders connected with the EBARA Group form the backbone of the EBARA Group's CSR. Yago continued to highlight the value of a business continuity management system (BCMS) predictive of wide sets of risks as the EBARA Group, a business contributor to society, seeks to operate in the global market.

In FY2012, mixes of eLearning and group lecture sessions were conducted to target general employees of domestic consolidated subsidiaries. A total of 6,379 employees attended the sessions, with an attendance ratio of 88%, to gain an insight into the preparations and responses they need to make as part of initial planning and also promote their understanding of the concepts of privacy and copyright protection, the United Nations Global Compact and ways to prevent harassment.



Presentation by the then President Yago at the manager CSR lecture meeting