

## Compliance

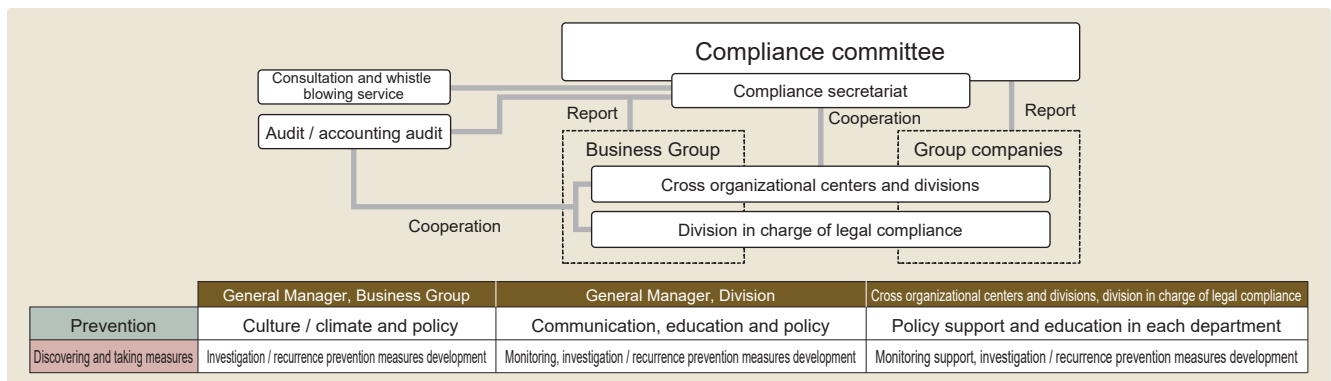
In line with our basic philosophy, we declare, “By honoring the spirit of the law and ethics, the company aims to be a corporate citizen that coexists with nature and the local community.” To meet social and ethical standards, our thorough compliance activities ensure we achieve more than the minimum.

### Promotion system and structure

We have established a compliance committee chaired by the President, in order to deliberate on important measures regarding compliance. Furthermore, in order to support daily activities, we are working to ensure that activities that are suitable for the workplace

can be conducted continuously through not only the compliance management division, but also by appointing a compliance general manager / compliance manager in each department.

#### Organization and system diagram



### Specific activities

#### Compliance highlight month activities

In the “compliance highlight month activities” implemented in October every year, we aim to maintain and raise awareness regarding compliance. Besides opportunities to debate compliance matters in workplaces, things like messages when starting up PCs, company newsletters, officers’ lectures, DVD screenings and so on are also included in the activities.

#### Education and enlightenment

We believe that in order to be a business organization which will live up to the expectations of society and earn its trust, it is essential for each one of our employees to act with awareness and dignity, and therefore, we hold training categorized by rank and by theme (Antitrust Law, Product Liability Law, etc.). Also, we periodically present actual compliance examples that can arise on a daily basis though the company newsletter and news, in order to promote enlightenment.

#### Commitment to group compliance

With the compliance management division and divisions in charge of legal compliance as our core, domestic and overseas subsidiaries have been jointly organizing systems and carrying out enlightenment activities in accordance with the status and circumstances of each company.

#### Consultation reporting

In order to detect and solve internal problems at an early stage, we have established a consultation and whistle blowing service inside and outside the company. Inside the company, a consultation and whistle blowing service has been established at the Head Office, in each plant and at labor union, in order to gather up problems from a broad range at an early stage as much as possible. Also, we have named the service “Nandemo Soudan Madoguchi” so as to make the service more easily accessible. Furthermore, we have established a whistle blowing service in the external law firm as a “compliance call” service so that employees who feel apprehensive about using the internal consultation will feel more at ease. Confidentiality will be strictly maintained in order to assure that the consuler will not be specified.

As shown in the following graph, there are a certain number of consultations every year, and the service is bringing early resolutions to problems.

Number of consultations and reports

