

CSR Plans and Achievements for 2013

A Fully achieved (100%)
B Achieved 80% or more
C Achieved less than 80%

	Plans for 2013	Achievements in 2013	Evaluation	Plans for 2014
Human rights	Ensuring promotion of human rights enlightenment activity	Enhancement of human rights education (training for 0.95 hour/employee, improvement in areas where training time was short in the previous year, participation of six new affiliated companies in the effort)	B	Ensuring promotion of human rights enlightenment activity — Further expansion of human rights education — Provision of training tools and sharing of educational packages — Increased variation in educational contents
Corporate ethics and compliance	Disseminating “Our Code of Conduct and Its Practical Guide” continuously	Promoted the creation of tools in overseas subsidiaries (Chinese version completed)	B	Establishment of compliance and corporate ethics — Discussions in each office using “Our Code of Conduct and Its Practical Guide” — Implementation of employee attitude surveys and examination of issues and measures — Support for putting “Our Code of Conduct and Its Practical Guide” into practice at overseas subsidiaries
		Held discussion in each office as a “Corporate Ethics Month” activity		
	Enhancement of consultation about internal reporting (Corporate Ethics Hotline)	Implemented education and training for new employees	A	Expanding the coverage of the internal reporting system (Corporate Ethics Hotline)
		Established hotlines at four overseas group companies in China and other countries		
Risk management	Executing risk inventory continuously	Executed risk inventory	A	Executing risk inventory continuously
	Continuation of earthquake resistance measures Formulating quakeproof investment plan for 2014–2015	Reviewed and implemented earthquake resistance measures Completed formulation of the earthquake resistance plan for 2014–2015	A	Continuation of earthquake resistance measures Review of the earthquake resistance measures plan for 2015
	Tackling important common risks	Tackled earthquake risks, information security risks, general affairs risks and others	A	Continuously tackling important common risks
Labor practices	Expanding activity scope from “promoting energetic activities of women” to “making best use of diversified human resources” (Diversity Promotion Project)	Maintained the employment rates of handicapped people higher than the legal rate (Showa Denko K.K.: 2.30%, Showa Denko Group: 2.19%) Accepted intellectually or mentally handicapped people as interns	A	Promotion of diversity — Setting of a target number (ratio) of female managers as well as promoting employment and training of female employees to achieve this target — Employment of foreign employees — Environment improvements in order to accept intellectually or mentally handicapped people — Support for affiliated companies that have failed to reach the legal employment rate of handicapped people
		Increased the percentage of female employees (9.6% for Showa Denko K.K. domestic (+3.4% compared with that in 2007) and 10.3% consolidated domestically (+0.6% compared with that in 2007 (as of the end of 2013)) Increased the number of female managers (15 for Showa Denko K.K. domestic as of the end of 2013 (7 as of the end of 2007))	A	
		Continued hiring of new foreign employees	A	
Fair business practice and customer care	Expanding the target scope of CSR procurement	Expanded CSR procurement activities to domestic group companies (self-evaluation performed by the business partners of four group companies) Continued self-evaluation and CSR visits	A	Expanding the target scope of CSR procurement — Self-evaluations and CSR visits targeting the partners of group companies
Information disclosure and IR	Promoting IR	Held a variety of seminars, individual briefing sessions and other events in Japan and abroad	A	Promoting IR
		Timely information disclosure through the website		
Local community and social contribution	Contribution to local communities using internal resources	Implemented classes-on-demand, environmental education, plant tours, intern acceptance and other activities at each plant	A	Contribution to local communities using internal resources — Promotion of next-generation development and contribution activities
Responsible Care activities	Ensuring implementation of RC action plan	Promoted RC activities based on the plan	B	Ensuring implementation of RC action plan