

Targets and Results

The Furukawa Electric Group sets firm targets for our CSR efforts based upon our CSR Code of Conduct, and seeks to upgrade these efforts through use of the PDCA Cycle.

Initiatives for Society

	Fiscal 2012 Targets	Fiscal 2012 Results	Achievement	Fiscal 2013 Targets
Quality (P. 28)	<ul style="list-style-type: none"> Reduction of quality complaints. ... 10% in comparison with fiscal 2011 	<ul style="list-style-type: none"> Reduced by 37% compared with fiscal 2011 	○	<ul style="list-style-type: none"> Reduce by 10% compared with fiscal 2012
Procurement (P. 31)	<ul style="list-style-type: none"> Execute partner assessments and feedback consultations Disclosure of CSR Deployment Guideline (English edition) for overseas partners 	<ul style="list-style-type: none"> Assessed main partners and held feedback consultations Posted the English version of the CSR Deployment Guideline on our website 	○	<ul style="list-style-type: none"> Continue to conduct partner assessments and feedback consultations Roll out CSR Deployment Guideline for business partners
Personnel Development and Working Environment (PP. 32–34)	<ul style="list-style-type: none"> Continue with Global Development Program (GDP) 	<ul style="list-style-type: none"> Performed GDP targeting overseas local corporate members (19 people in frontline leadership positions) 	○	<ul style="list-style-type: none"> Continue with GDP (targeting section managers) By fiscal 2014, reconfigure content of training in line with new global human resource training system
	<ul style="list-style-type: none"> Develop worksite capability training at all works Increase number of Senior Trainers 	<ul style="list-style-type: none"> Completed basic system for Manufacturing Training Commenced Readiness Activities for people in charge of operations at all works Completed deployment of worksite capability training at all works 	○	<ul style="list-style-type: none"> Introduce new training program ... Training for forepersons, special training Cultivate lecturers Increase number of instructors and conduct brush-up training Promote creation of rules for global Group development
	<ul style="list-style-type: none"> Look into and execute work systems in response to disaster-related power shortages 	<ul style="list-style-type: none"> Began operating the systems indicated below in preparation for rolling blackouts and other unforeseen power outages (through March 31, 2013) <ul style="list-style-type: none"> Temporary suspension of work Annual leave allotment in hourly units Flex-time without core hours Working from home 	○	—
	<ul style="list-style-type: none"> Work from home system for use during childcare leave, introduce return to work system for employees who dropped out due to childbirth or childrearing 	<ul style="list-style-type: none"> Introduced the following systems (from April 30, 2012) <ul style="list-style-type: none"> Work from home system for employees on childcare or nursing leave Return to work for employees who dropped out due to childbirth or childrearing (employment upon return) 	○	<ul style="list-style-type: none"> Introduce into regular use a system of flex-time without core hours, as well as work-at-home system for employees other than those raising children
Industrial Safety and Health (PP. 35–36)	<ul style="list-style-type: none"> Reinforce safety activities ... 0 serious accidents, accidents requiring leave 1 or fewer 	<ul style="list-style-type: none"> 0 serious accidents, 4 accidents requiring leave 	×	<ul style="list-style-type: none"> 0 serious accidents, accidents requiring leave 1 or fewer
	<ul style="list-style-type: none"> Construction of labor safety and health management system 	<ul style="list-style-type: none"> Acquisition of JISHA OSHMS certification by the Nikko Works 	○	<ul style="list-style-type: none"> Acquisition of JISHA OSHMS certification by the Copper Tube Division
Social Contribution (PP. 37–38)	<ul style="list-style-type: none"> Active social contribution efforts 	<ul style="list-style-type: none"> Introduced volunteer leave system to provide support for restoration and reconstruction related to the Great East Japan Earthquake Provided information on intranet site about supporting volunteer activities 	○	<ul style="list-style-type: none"> Increase applicability of volunteer leave system Introduce volunteer activities conducted by employees on a voluntary basis both within and outside the Company

Strengthening Management

	Fiscal 2012 Targets	Fiscal 2012 Results	Achievement	Fiscal 2013 Targets
Risk Management/ Compliance (PP. 41–43)	<ul style="list-style-type: none"> Cultivate compliance awareness and promote its spread on the front line 	<ul style="list-style-type: none"> Held "heart-to-heart communication between president and employees" at the head office, 3 branches and 7 business sites Executed 2nd Employee Compliance Awareness Survey 	○	<ul style="list-style-type: none"> Conduct CSR roundtables at each works Conduct compliance awareness surveys targeting employees of Group companies in Japan
	<ul style="list-style-type: none"> Enhance compliance education 	<ul style="list-style-type: none"> Published Furukawa Electric Group CSR Compliance Handbook (4th Edition), distributed and used in training Published international and Chinese-language versions of handbook 	○	<ul style="list-style-type: none"> Conduct training related to safety-guaranteed export management and bribery regulations Hold compliance seminar for companies in China
	<ul style="list-style-type: none"> Promote efforts to prevent recurrence of infringements to the Anti-Monopoly Act and competition laws, as well as compliance self-checking activities 	<ul style="list-style-type: none"> Published groupwide Competition Laws Compliance Guide Conducted self-check activities at each division using Area-Specific Check Sheets 	○	<ul style="list-style-type: none"> Formulate basic Group policies and guidelines on preventing bribery Create checklist for people with management responsibility at overseas offices
	<ul style="list-style-type: none"> Revise BCP and make it more thorough 	<ul style="list-style-type: none"> Based on issues raised as a result of the Great East Japan Earthquake, completely revised crisis management rules and related manuals Conducted BCP training at the Chiba and Hiratsuka Works, and reflected results in our BCP 	○	<ul style="list-style-type: none"> Promote response in relation to ISO 22301, the international standard on business continuity management (BCM) Conduct education for internal auditors to reinforce BCM system

Initiatives for the Environment ▶ Refer to Targets and Performance (Environment) in this report (P.21)