

# Tokyo Electron Group

## CSR Goals

The Tokyo Electron Group carries out CSR activities according to core subjects of ISO 26000 with medium-term goals established. For fiscal 2014, we looked into subjects that each department needs to focus on, and established specific activity themes and goals. In addition, each of these activities is linked with selective report issues (materiality; pp. 6–7).

As of June 2014

CSR Promotion of high quality management and stakeholder communication			
Selective report issues ▶ [Governance/ethical behavior and compliance] [Social contribution activities]			
Activity theme		Achievements	ISO Core subjects
High quality management	EICC internal education	<b>[Achieved]</b> About 130 participants in the internal seminar, expanded to overseas key location (Four companies in the US, one company in Taiwan, two companies in China, one company in Korea, and two companies in Europe)	Organizational governance
	Establish governance	<b>[Achieved]</b> Established CSR Promotion Meeting and initiated activities Appointed CSR Promotion Director	
Communication	Social contribution activities	<b>[Achieved]</b> Survey of company-wide social contribution activities (6 domestic and 6 overseas companies)	
	Improved Internet communications	<b>[Achieved]</b> Continued regular Internet communications and enhancement thereof Established new CSR page on intranet	
Ethics Compliance implementation and improved ethical values			
Selective report issues ▶ [Governance/ethical behavior and compliance] [Information security]			
Activity theme		Achievements	ISO Core subjects
Ethics and compliance education	Implement ethics and compliance education worldwide	<b>[Achieved]</b> Finished by all employees of TEL Group in Japan, and 80% of the overseas group company employees	Human rights Fair operating practices
Workplace environment free of harassment	Implementation of web-based power harassment education for the TEL Group in Japan	<b>[In progress]</b> Implementation of new web-based education scheduled for July 2014	
Personnel affairs Pleasant working conditions and employee career development assistance			
Selective report issues ▶ [Achieving workplaces with vitality] [Workforce development] [Safety and health management]			
Activity theme		Achievements	ISO Core subjects
Work-life balance	Continuation of measures for childcare support	<b>[Continuing]</b> Shorter working hour system for childcare—Under three years old: 50 users; Over three years old but not finished elementary school: 109	Labor practices
Occupational safety and health	Thorough implementation of employee healthcare by department	<b>[Continuing]</b> Began providing information to GMs for “employees that require health consideration”	
Diversity	Diverse workforces in line with this shift toward globalization	<b>[In progress]</b> Foreign nationals are 20% percent of new hires	Human rights
Workforce development	Implementation of training to understand different cultures	<b>[Achieved]</b> A total of 115 people participated in training to understand different cultures	
Safety Encourage an environment with the highest priority on the safety and health of all personnel			
Selective report issues ▶ [Safety and health management]			
Activity theme		Achievements	ISO Core subjects
Product safety	Equipment designs with timely support of safety regulations in all regions	<b>[Achieved]</b> Completed basic expansion of shipping equipment to new overseas plants	Consumer issues Labor practices
Accident prevention	Preventing accidents before they occur. If an accident occurs, investigation of the cause of the accident and preventative measures, horizontal deployment of countermeasures and prevention of similar accidents.	<b>[In progress]</b> Compared to fiscal 2013, the number of accidents that could have led to severe injury was reduced by 40%, and personal injuries were reduced by 20%. Work site safety check before delivery of equipment, and expansion of point and call activities.	
Safety education	Safety skills from the bottom up by including practical education	<b>[Achieved]</b> Provided all types of education such as advanced safety education (total 9,000 participants), online education for raising awareness of work accident prevention (10,000 participants), traffic safety education and various types of online education (4,000 participants in Japan)	
Safety management	Safety management	<b>[Achieved]</b> Implemented global safety meetings (twice a year), implemented safety and health committees by plant and office and safety activities by unit	

Quality			
Striving for world-class product and quality			
Selective report issues ▶ [Product and quality]			
Activity theme		Achievements	ISO Core subjects
Policy and system improvement	Share and publicize quality policies and quality systems	[Achieved] Completed implementation as planned for the seven key locations overseas Expansion of global CSR promotion activities is now possible	Consumer issues
Regulations and manuals improvement	Revision of regulations and manuals shared throughout the company	[In progress] Coordinating with related responsible departments and scheduled to complete by March 2015	

Procurement			
Development of a trusted supply chain management framework			
Selective report issues ▶ [Supply chain management] [Conflict minerals response]			
Activity theme		Achievements	ISO Core subjects
Supply chain management	CSR activities across the supply chain	[Achieved] Implemented annual surveys compliant with EICC requirements for about 300 key suppliers, and gained a grasp of the situation	Fair operating practices
	Survey of the supply chain's conflict minerals response	[Achieved] Implemented surveys for about 300 key suppliers, and learned the degree of permeation	
	Procurement BCP	[Achieved] Implemented annual surveys compliant with EICC requirements for about 300 key suppliers, and gained a grasp of the situation	Procurement

Environment			
Solve environmental issues through our leading-edge technology and services			
Selective report issues ▶ [Energy-saving, resource-saving products] [Reducing waste, recycling] [Reducing water consumption] [Conservation of biodiversity]			
Activity theme		Achievements	ISO Core subjects
Products	Reduction of environmental impact of product	[Achieved] Achieved the goal of 50% reduction in energy consumption with regard to major models of each business unit in fiscal 2014, one year ahead of schedule	Environment
	Compatibility with Chinese RoHS	[Achieved] Expanded activities for product compatibility with Chinese RoHS to overseas production sites	
	Promotion of voluntary product compatibility with Europe RoHS	[Achieved] Continue to ensure that major models of each business unit contain 98.5% or more parts that meet the EU's Restriction of the Use of Certain Hazardous	
	Compliance with environmental regulations of each country	[Achieved] Continue to ensure products' compliance with the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) framework as well as with labeling requirements based on the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and battery regulations of each country.	
Procurement and logistics	Promotion of green procurement	[Achieved] Implement progress of environmental activities surveys for about 300 key suppliers, and get a grasp of the situation	
	Reduction of environmental impact of logistics	[In progress] Promote a modal shift. Continue monitoring.	
Plants and offices	Promotion of reducing the energy consumption (Reduced 1% from the previous fiscal year)	[Achieved] In fiscal year 2014, 9 out of 14 plants that set goals' in Japan and overseas achieved them	
	Reduction of water consumption (Maintaining the level of fiscal 2012)	[Achieved] In fiscal 2014, 11 out of the 18 goals set in Japan and overseas were achieved	
	Recycling waste (Maintaining a recycling rate of 97% or more in Japan)	[Achieved] The recycle rate for fiscal 2014 was 98% in Japan, and overseas areas that set goals achieved them	
Environmental management	Environmental management	[Achieved] Maintained ISO 14001 certification for the Group's plants	
	Environmental education	[Achieved] Implemented environmental education overseas, for a total of about 10,000 participants including participants in fiscal 2013 in Japan	
	Environmental communication	[Achieved] Continue to publish Environmental and Social Report.	
	Conservation of biodiversity	[Achieved] Based on the guidelines, organized ecosystem tours multiple times at each of the plants in Japan	