

Seven Prioritized Initiatives

FDK Group promotes CSR activities in accordance with its Seven Prioritized Initiatives. FDK Group actively addresses priority issues that contribute to society as well as achieve the ISO26000, core EICC issues, and items pursued in priority regions, and these priority issues have been set as the prioritized initiatives below for the purpose of promoting responsible management as a global company.

Prioritized Initiatives	Vision	Focus Measures	FY2016 Actions	ISO 26000	Details
Supplying Batteries and Electronic Devices Which Contribute to Society Across Multiple Platforms FDK Group aims at becoming the "Leader in Energy Management Systems Across Multiple Platforms", and we supply Batteries and Electronic Devices based on customer satisfaction.	The society recognize us as a reliable Energy Management System Manufacturer giving customers' satisfaction continuously by developing and supplying products using potential technology and by taking flexible action for the changeable environment.	<Products> Promoting the development of products which provide new value created by differentiated technology. <Action> Improving Corporate value as a company creating better future through providing products that have been utilized material technology.	<ul style="list-style-type: none"> Issued new product development releases for three battery products and four electronic devices that provide safety and realize our responsibility to the environment through use of ferrite material and battery material technologies. Formulated BCP and began BCM at all our business sites in Japan to provide a continual supply of products. 		P11 P12
Protecting the Global Environment FDK Group intent to contribute to the resolution of global environmental challenges through developing and supplying high performance batteries and electronic devices, as well as reducing the loads on the environment in the process of Procurement, Production and Supply.	FDK Group always thinks about environmental issues and is taking positive action to reduce the loads and risk on the environment through supplying products to realize the Clean Economy society. <ul style="list-style-type: none"> FDK Group continuously proceeds the Energy Saving actions in factories and offices, and the improvement of logistic process for global warming prevention. FDK Group reduces the loads on the environment through the actions for 3R (Reduce, Re-use, Re-cycle). 	Supplying the Eco-conscious Products from the Eco-conscious Factories in all FDK Group companies. <Reducing the environmental impact of customers> Promoting the development of the Eco-conscious Products considering the life-cycle such as, high efficiency energy saving products and resources saving products. <Reducing the environmental impact in FDK processes> <ul style="list-style-type: none"> Reducing CO₂ emissions and energy consumption. Reducing waste. Reducing chemical substances. 	<ul style="list-style-type: none"> Implemented improvements to the operational environment through renewals that include power distribution panels and cooling towers. Implemented replacements to production equipment and rationalized processes by reforming these processes with IT. <Reducing the environmental impact of customers> FDK Group promoted development products that are friendly to the environment from resource to energy savings at each production site. <Reducing the environmental impact in our own processes> <ul style="list-style-type: none"> Updated equipment such as transitioning devices and lighting to LED. Introduced measures such as thorough separation of valuables and improved yield. Introduced measures to improve yield as well as better management for the quantity to handle. 		P13 P14
Embracing Diversity and Inclusion FDK Group will promote diversity in its human resources, irrespective of nationality, gender, age, disability or values to enable individuals to grow with the company.	All the people in FDK Group prohibit all the discrimination* and accept the diversity in its human resources with actual actions. *: Violation of human rights by Unreasonable Discrimination in Nationality, Race, Gender, Religion, Policy, Social position, Birthplace, Disability, Sexual orientation or by Sexual harassment, mental and physical violence.	<ul style="list-style-type: none"> Creating the working environment-friendly for all the people. Improving the personnel treatment system. Proceeding the educational activity such as trainings and seminars. 	<ul style="list-style-type: none"> Conducted seminars for the active participation of women at each business site and issued a newspaper for the active participation of women. Hired two employees with disabilities. Conducted group training related to diversity and activation of the organization in management training for managers. Conducted human rights seminars by inviting outside lecturers in stratified training. 		P15
Developing Human Resources for Their Contribution to Society and the Planet FDK Group will lead the way in cultivating employees who, from a global perspective, are pioneers in contributing to the advancement of society.	FDK develops human resources who can be active from a global perspective through business in a long term.	<ul style="list-style-type: none"> Proceeding the systems to develop human resources for their contribution to local community through business. Cultivating the communication ability through the relation with local community. 	<ul style="list-style-type: none"> Formulated and implemented plans for educational system reforms for the FDK Group. Conducted development training for the next-generation of business leaders as well as specialized skill training. Strengthened links with external development programs and dispatched two employees as students. Hired one foreign national in Japan. Conducted training in commerce trading (management training), language training, and the TOEIC test. 		P16
Communicating and Collaborating with Stakeholders As a good corporate citizen, FDK Group will pursue a thorough understanding of the multiple needs and expectations of its stakeholders and pursue business activities to meet these needs and expectations.	FDK Group correctly discloses the information to be opened and communicate with stakeholders. FDK Group continuously pursues company activities to contribute to the society by reflecting the communication to the business activities.	<ul style="list-style-type: none"> Proceeding communication opportunities with Stakeholders and correct response for requests. Releasing CSR Report. Customers: Disclosing correct information for the request from customers. Shareholders, Investors: Studying to realize the communication opportunities like Shareholders meeting, IR meeting, information on Home page, Management policy and Financial results briefing. Supplier: Proceeding two-way communication. Employee: Communications with Labor union, Employee satisfaction monitoring, Communication with Top Management. Local community: Activity to contribute to local community (such as, Communication event with local community, Cleaning activity, Factory tour, Making Battery class, etc.). 	<ul style="list-style-type: none"> Executed various reviews and preparations to complete the first edition of FDK Group CSR Report. Put FDK's effort forward to respond appropriately to surveys, inquiries, coverage, and other relevant matters from customers, shareholders, and investors while disclosing information and keeping an open dialogue through mediums such as our general meeting of shareholders, various media, our homepage, and exhibitions. Kept an ongoing dialogue between labor and management as well as shared issues through conferences. Engaged in 60 activities to contribute to local communities that used characteristics of the FDK Group business such as a class to make hand-made dry batteries. 		P17
Complying with the law FDK Group will act with sense of ethics and comply with the laws and social codes.	Management and all the Employees always act along the laws and social codes promptly recognizing the new or revised information of the laws.	<ul style="list-style-type: none"> Proceeding the activity to improve the company sustainability (evaluation, improvement, education). Reviewing regulations about compliance. Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies. Improving monitoring. Collecting information about new or revised laws and reflecting to business activity correctively. 	<ul style="list-style-type: none"> Formulated and executed activity plans to close the gap with EICC. Required compliance with the FDK CSR policy throughout our supply chain and conducted CSR questionnaires. Formulated various compliance regulations and introduced reforms. Conducted export management and courses related to the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors. Conducted selfchecks of informational security. Opened a contact point to report issues from outside the company. Communicated compliance information on the FDK intranet such as amendments to the law as "Legal News" as necessary to raise awareness. 		P18
Strengthening Corporate Governance Toward the realization of the CSR policy, aims to improve the transparency and supervision function of management, FDK Group will strengthen the Corporate Governance.	The Managements fully understand the essence of Corporate governance and take the necessary actions to review the Management system and organization.	<ul style="list-style-type: none"> Planning to design the Board of Directors to do the correct decision making with fully effective supervision and the separation of supervision and execution. Evaluating the Board of Directors (Self evaluation and third party's verification, Continuous improvement) and Training to maintain and improve the effectiveness of Board of Directors. 	<ul style="list-style-type: none"> Transitioned to a company with an audit and supervisory committee. Conducted director training three times in FY2016 and conducted effectiveness assessments of the Board of Directors both in questionnaire and interview forms. Established an audit and supervisory committee office (April 2017). 		P19 P20