

CSR Plan for 2018 and Evaluation Results

Core Subjects of ISO 26000	Initiative	Goals for 2018	Overall Evaluation
Organizational Governance	CSR Management	Familiarizing people with our CSR Policy and corporate philosophy which espouses the values of corporate social responsibility	A
		Enhancing frameworks for promoting CSR	A
		Better information disclosure for CSR	A
		Evaluating employees' familiarity with CSR	-
	Compliance	Familiarizing people with the system for whistle blowers	A
		Educating staff to be more aware about compliance	A
		Surveying the Group as a whole about compliance	-
	Risk Management	Enhancing the systems for risk management	B
		Introducing system for verifying the whereabouts of employees in emergencies	A
		Reshaping business continuity planning (BCP) at production centers	A
Creating an information network for emergencies		A	
Human Rights	Involvement with Staff	In-house arrangements for respecting human rights and embracing diversity	B
		Employing people with disabilities	B
		Promoting the professional advancement of women	A
Labor Practices	Involvement with Staff	Introducing new HR systems for greater motivation of staff	A
		Surveys for evaluating job satisfaction among staff	A
		Enhancing in-house training programs and evaluating the results of such programs	A
		Reshaping safety and health systems for the company as a whole	A
		Surveys on whether consideration should be given to gaining ISO 45001 certification	A
		Creating systems for evaluating compliance with laws and regulations relating to the environment, health and safety of employees	A
		Eliminating accidents that result in work losses	A
The Environment	Environmental Conservation	Creating a system for environmental management	A
		Preparations for ABLIC to attain ISO 14001 integrated certification as Seiko Instruments Inc. already has integrated ISO 14001 certification	A
	Contributing to Society through Our Products and Services	Developing and supplying semiconductors to enhance the precision and performance of finished products and their energy- and space-saving capabilities	A
		Research, development and creation of products for energy harvesting (harnessing minute amounts of electricity from the surrounding environment)	A
Fair Operating Practices	Involvement with Suppliers	Having more firms subject to supplier reviews	A
		Organizing in-house briefings on compliance with laws and regulations relating to business transactions	A
Consumer Issues	Involvement with Customers	Maintaining IATF 16949 certification (international standard for quality management systems in the automotive industry)	A
		Keeping free of incidents relating to product safety and product liability	A
		Surveys on customer satisfaction	A
		Boosting measures for data security	A
Community Involvement and Development	Symbiosis with Local Communities	Organizing briefings (including factory visits) for local communities	A
		Providing opportunities for local students to gain work experience	A

A: Achieved 80% or more

B: Achieved 60% to less than 80%

C: Achieved less than 60%

- : Change of plan during 2018 (to conduct in first half of 2019)