

CSR Implementation System

Guided by the ISO 26000 international guidance standard on social responsibility, Casio is responding to today's rapidly changing world by identifying the issues that it must address to meet the expectations of society and implementing management cycles designed to resolve these issues.

Steps in CSR Implementation

1. Evolution from preventative CSR to proactive CSR (2004 to 2010)

Since the establishment of its CSR Promotion Office in 2004, Casio has been implementing CSR activities while expanding the themes to be undertaken and the scope of their impact. In the initial stage, there was an emphasis on protecting corporate value through compliance and risk management (preventative CSR). Starting in fiscal 2011, Casio began focusing on using CSR to improve corporate value (proactive CSR).

2. Evaluation of initiative progress on core ISO 26000 subjects (2011)

In fiscal 2012, Casio appointed managers and team leaders who have responsibility for implementing CSR in order to advance CSR globally at group companies around the world. At the same time, Casio evaluated and analyzed the status of initiatives at each company based on the core subjects under ISO 26000.

3. Prioritization of initiatives to promote respect for human rights (2012 to present)

In fiscal 2013, Casio once again surveyed its group companies concerning CSR activities with a focus on respect for human rights, among the priority issues identified in the previous year. Based on an evaluation and analysis of the survey results, Casio has been making group-wide efforts to improve sensitivity to human rights issues, making this a priority since fiscal 2014.

As part of those efforts, in June 2013 Casio implemented revisions to the Casio Group Code of Conduct reflecting the latest global standards relating to respect for human rights and fair business practices. In July 2014, it established and announced the Casio Group Basic Policy on Respect for Human Rights (Casio Human Rights Policy), in order to show its commitment to human rights problems in and outside the company.

Casio has also developed its own tool for checking the status of human rights, and utilizes it to determine the situation for human rights protection measures at group companies. Going forward, human rights checkups will be performed on a regular basis. Casio will strive to improve its human rights due diligence across the entire group by implementing a process of evaluation, analysis and feedback.

[Casio Group Policy on Human Rights](#) (PDF / 42.1KB)

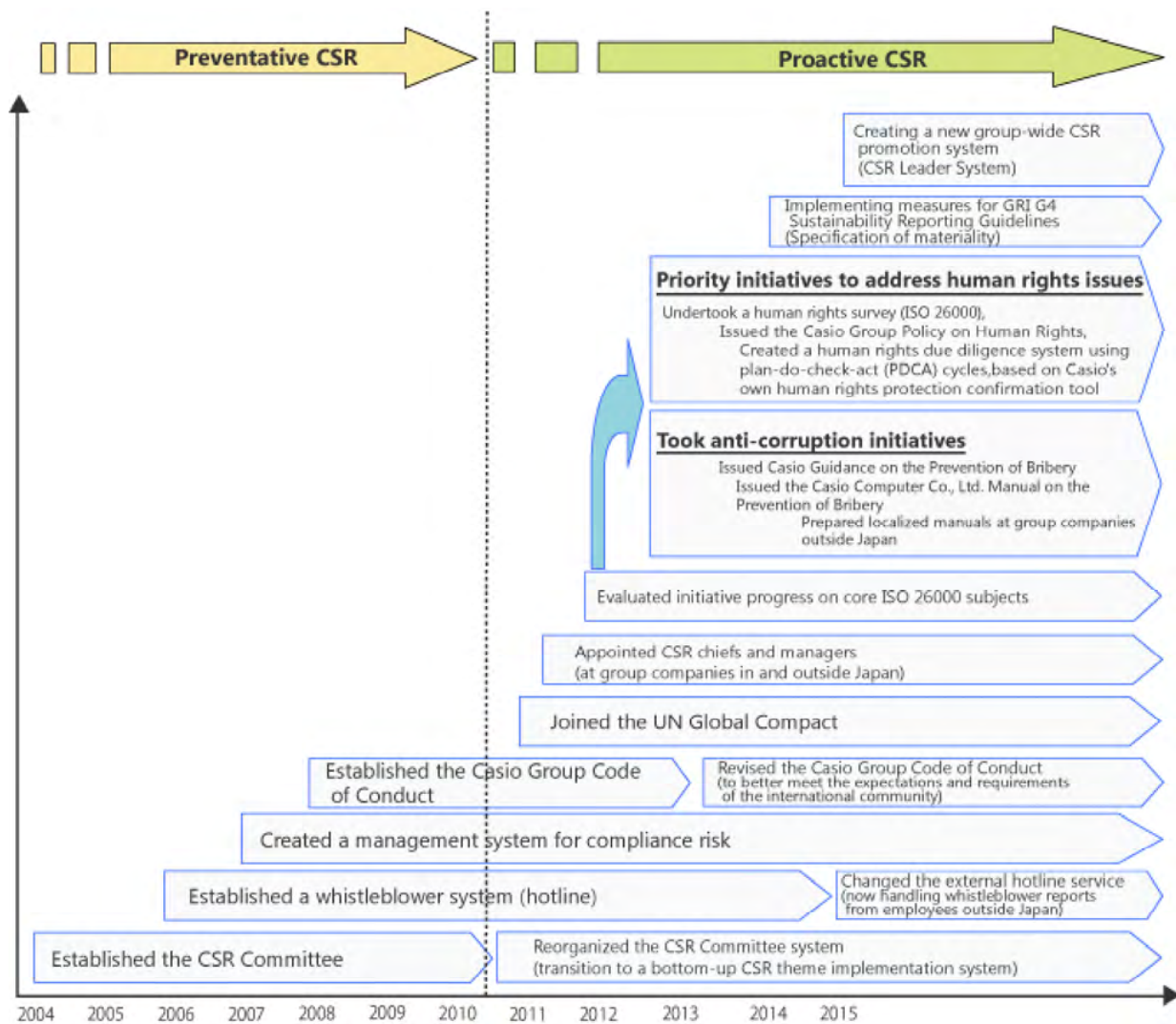
4. Implementation of measures for the GRI G4 Sustainability Reporting Guidelines (2014 to present)

Additionally, Casio made efforts to identify materiality for the group. First it held an employee workshop and a CSR Committee workshop to explore materiality in the eyes of employees in April and May of 2014. Then it held a meeting with experts in different areas to hear stakeholder perspectives on materiality in June 2014. From here on Casio will continue these kinds of initiatives in an effort to increase the precision of its output (Casio's materiality). In May 2015, Casio started sending out questionnaires to various experts, employees, and customers, in order to gather opinions on Casio materiality from various stakeholder perspectives. The aim is to increase the precision of the output (materiality) of the efforts Casio makes. The specification of materiality will be completed by the end of 2015. This is reflected in the Sustainability Report 2016, which was produced with reference to the GRI G4 Sustainability Reporting Guidelines.

5. Establishment of new group-wide CSR promotion system

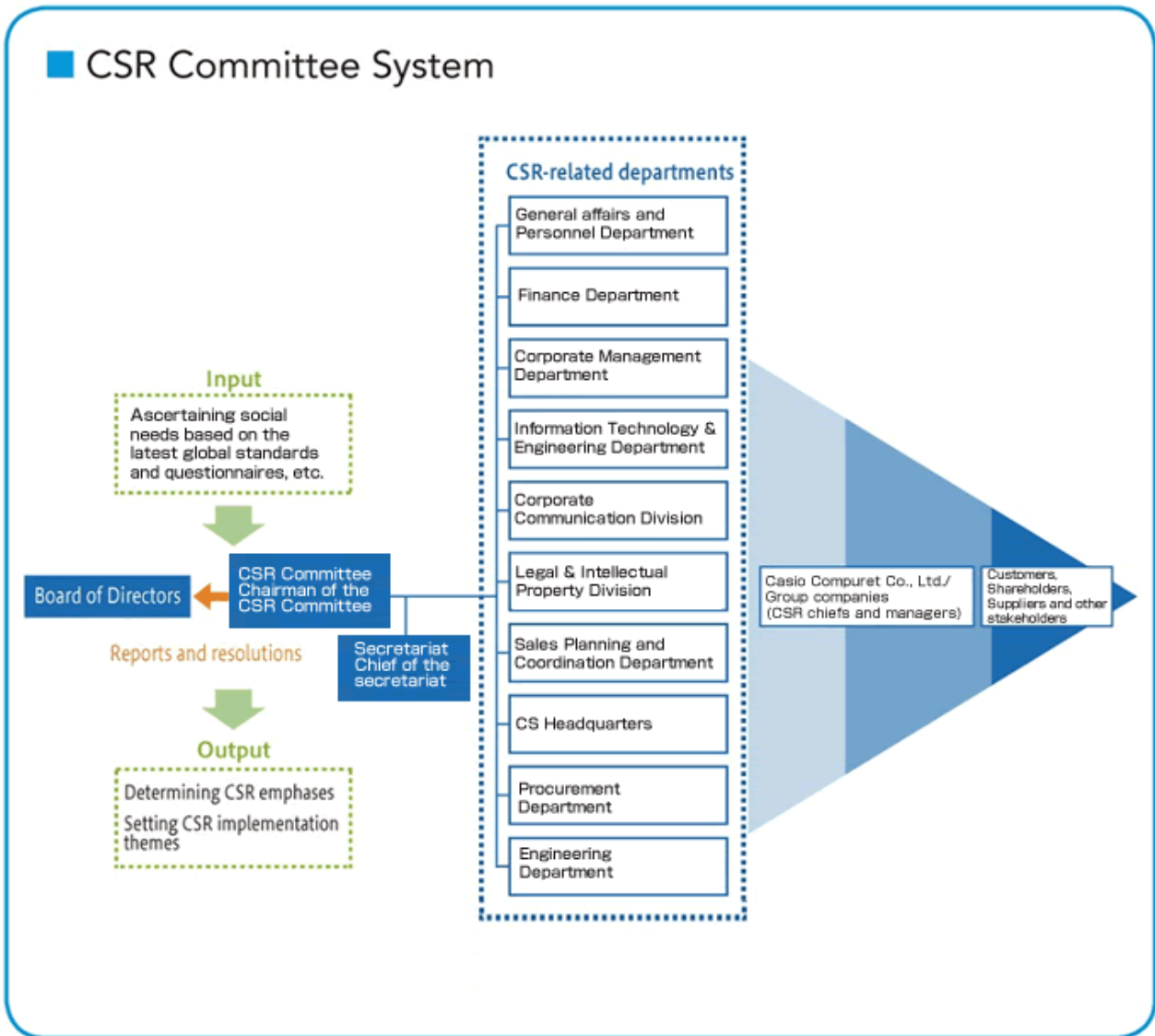
Casio is now creating a CSR Leader system, a new initiative in 2015. About 100 employees will be selected from each department to receive priority CSR training to help them become CSR Leaders. By fostering these leaders as core CSR human resources and promoting discussion among them concerning the future direction of Casio's CSR activities, Casio expects that they will become key agents for promoting CSR awareness within their departments. The new system was deployed first at the head office in fiscal 2017. In fiscal 2018 and beyond, it is being expanded to Casio group companies in and outside Japan. The aim is to improve group-wide CSR literacy, worldwide.

Implementing CSR initiatives



CSR Committee

Casio has established a CSR Committee under the board of directors, headed by the general manager of the CSR Promotion Department (an executive officer). As the central body for implementation of CSR, the committee is tasked with identifying social issues to address and implementing solutions, in order to meet the expectations and demands of society. The CSR Committee is composed of CSR chiefs and managers from staff-related departments at Casio Computer Co., Ltd., and all Casio group companies worldwide, and is administrated by a Secretariat. At the start of the fiscal year, the Secretariat checks progress made on various CSR themes in the previous year. It then creates an overview of conditions for future progress, the expectations of society, and environmental changes. Priority themes for action are determined for each fiscal year, and a specific action plan is formulated. Under the action plan, ongoing themes are continued and new themes are introduced. New themes are established upon ascertaining the current situation and challenges, and also according to requests from CSR-related departments.



As of March 31, 2017

In fiscal 2017, Casio continued to address five CSR themes that it had been working on since the previous fiscal year: “respect for human rights” and “fair business practices,” which are core objectives of ISO 26000, as well as “ensure compliance with the GRI G4 Sustainability Reporting Guidelines’ disclosure requirements in fiscal 2017,” “increase and utilize employee diversity,” and “ensure no conflict minerals are used.” The third theme, “compliance with the GRI G4 Sustainability Reporting Guidelines,” was completed with the announcement of Casio’s material issues in August 2016. There were also two themes related to compliance: “take action to reduce OSS risk” and “ensure compliance with Japan’s revised Act against Unjustifiable Premiums and Misleading Representations.” These were completed in the first half of fiscal 2017, and two new themes were established: “create a global compliance system” and “comply with the EU General Data Protection Regulation (GDPR).” The following table outlines the progress made on these themes in fiscal 2017, along with the fiscal 2018 plan.

Individual themes for fiscal 2017 and implementation status and fiscal 2018 plan

No	Theme	Fiscal 2017 performance	Status	Fiscal 2018 plan
1	Fair business practices: take action to prevent corruption	Implemented corruption risk assessment (29 group sales companies)	Ongoing	Implement corruption risk assessment (8 group production companies)
2	Create system for checking respect for human rights	Checked human rights issues (8 production companies)	Ongoing	Check human rights issues (29 sales companies)
3	Increase and utilize employee diversity	Enhanced diversity	Ongoing	Enhanced diversity
4	Implement measures to ensure no conflict minerals are used	Implemented the fourth supplier survey	Ongoing	Implement the fifth supplier survey
5	Ensure compliance with the GRI G4 Sustainability Reporting Guidelines	Released material issues (August)	Completed	
6	Take action to reduce OSS risk	Summarized CSR activities and planned future operation (August)	Completed	
7	Ensure compliance with Japan's revised Act against Unjustifiable Premiums and Misleading Representations	Promoted item subcommittee activities, implemented education, and put mechanisms into operation	Completed	
8	(New) Create a global compliance system	Implemented Global Compliance Survey	New	Implement issue feedback and response measures

9	(New) Comply with the EU General Data Protection Rules (GDPR)	Established working group and ascertained the actual situation of collection and processing of EU personal data	New	Study issues for EU GDPR compliance and measure implementation
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System Revision

Since the start of fiscal 2018, the CSR Committee has been chaired by the president, and the committee members include all the directors, corporate auditors and executive officers. The committee deliberates and approves medium-term policies, annual policies, and previous years' performance reports (starting from the following fiscal year), related to CSR. The decisions taken by the new CSR Committee will be handed down to the previous CSR committee (currently being renamed), which will consist of the heads of relevant departments and affiliated organizations, as well as group company CSR managers. This subordinate committee will set themes based on the medium-term CSR policy, formulate and implement the annual plan to achieve those themes, and will develop and promote activities such as ensuring thorough understanding of social responsibility and environmental information.