
CSR Implementation System

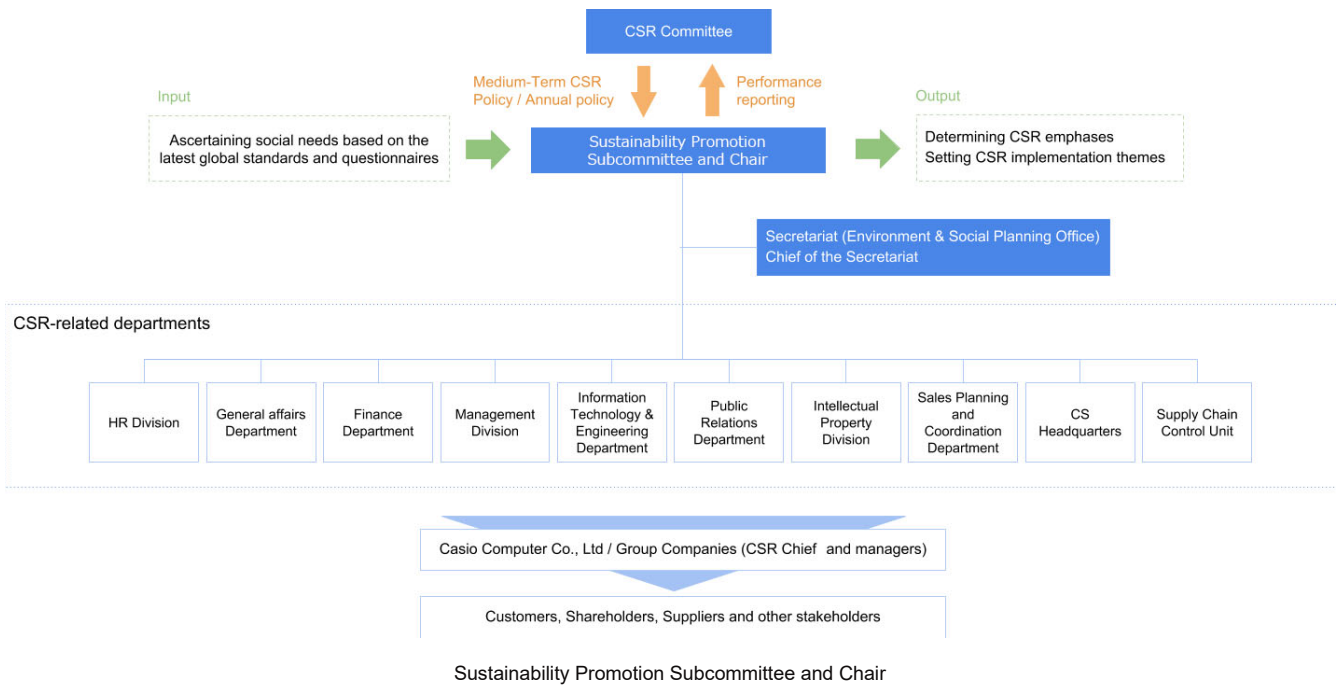
CSR Committee and Sustainability Promotion Subcommittee

In fiscal 2018, Casio revised its CSR Committee system. Under the new system, the CSR Committee is chaired by Casio's president, and its members include all the company directors, audit & supervisory board members and executive officers. It has become the body that discusses and approves Casio's CSR activities, including the medium-term CSR policy, annual policy, and previous years' performance reports. In addition, the former CSR Committee was renamed the CSR Promotion Subcommittee, before being renamed again in fiscal 2019. It is now called the Sustainability Promotion Subcommittee.

In order to respond to the expectations of society, the Sustainability Promotion Subcommittee identifies social issues to be addressed, and implements measures to help resolve them. As the core CSR organization, the subcommittee 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. A regular meeting is held every six months, and the subcommittee activities are promoted throughout the year based on the management cycle of the fiscal year. 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. The CSR-related departments promote theme initiatives through programs formulated based on the original objectives and the plan for the year concerned. They also evaluate progress made on the initiatives at the end of the fiscal year, identify issues based on the results and achievements, and use them when planning improvements for the next fiscal year.

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In fiscal 2019, Casio continued to address six CSR themes that it had been working on since the previous fiscal year: “respect for human rights,” “fair business practices,” “increase and utilize employee diversity,” “ensure no conflict minerals are used,” “create a global compliance system” and “comply with the EU General Data Protection Regulation (GDPR),” which are core objectives of ISO 26000. The following table outlines the progress made on these themes in fiscal 2019 and the results achieved.

Individual themes for fiscal 2018 and implementation status and fiscal 2019 plan

No	Theme	Fiscal 2019 performance	Status	Fiscal 2020 plan
1	Fair business practices: take action to prevent corruption	Promoted corruption risk assessment for 29 sales group companies and implemented improvements based on feedback	Ongoing	Conduct corruption risk assessment at 29 production group companies and implement improvements based on feedback
2	Create system for checking respect for human rights	Checked human rights issues at eight group production companies and implemented improvement based on feedback	Ongoing	Check human rights issues at 29 group sales companies and implement improvements based on feedback
3	Increase and utilize employee diversity	Promoted initiatives for the advancement of women, carried out work style reforms, and revised the senior employee system	Ongoing	Improve the recruitment rates for women and people with disabilities, and plan support measures for veteran employees
4	Implement measures to ensure no conflict minerals are used	After an investigation policy was established, sent a survey to all material suppliers and collected the responses; increased suppliers that do not use 3TG conflict minerals and that completed the survey	Ongoing	Establish an investigation policy for the sixth-year initiative, share the policy within the Casio Group conduct a survey among all material suppliers, and collect the responses
5	Create a global compliance structure	Studied adopting a system to implement a global compliance structure	Ongoing	Conduct the second Global Compliance Survey and collect the responses
6	Comply with the EU General Data Protection Rules (GDPR)	Continued to study a medium-term response plan, GDPR response rules, and data protection officer appointment, and worked to establish the structure	Ongoing	Following the priorities set in the to-do list created in the previous year, implement measures to meet the requirements