






Outline of CSR Activities (Plan and Results)

Centering on seven themes that are defined as basic areas of CSR activities, G-TEKT is working on the identified four material issues and other items to be addressed for the promotion of CSR activities. To visualize these diverse activities, we have summarized the results of our FY2018 activities and their evaluations in the table below. Based on a review of the previous fiscal year, we will set targets and measures for FY2019 and promote further CSR activities.

	Theme	Items to be addressed	Main targets and measures for FY2018
 Environment	Environment	Environmental management 	Acquisition of ISO14001 EMS certification in expanded examination
		Development of environmentally-friendly products and technologies 	Establishment of mass production technology for aluminum
		Zero environmental problems	Compliance with environmental laws and regulations, achieve leakage and complaints: 0 incidents Management of related laws and regulations through a checklist of laws and regulations
		Reduction of greenhouse gas (GHG) emissions per unit of sales	Improvement in emissions per unit of sales by 9% compared to FY2013
		Reduction of waste generation	Reduction by promotion of 3R activities by each base
		Reduction of water resource usage	Maintaining FY2017 usage rate
		Biodiversity initiatives	At least one activity per plant
 Social	Safety and health	Safety in the workplace	Incidence rate of occupational accidents without lost workdays: 3.4 for the full year
			Lost workday occupational accidents (1 day or more): 0 incidents
			Forklift damage incidents: 9 incidents or less
			Traffic accidents (at fault or one-car): 14 incidents or less
		Regular health checkups, special health checkups	Consultation rate: 100%
		Medical checkups	Consultation rate: 100%
		Conduct stress checks	Response rate: 100%
		Elimination of traffic accidents during commuting and business trips	Implementation of traffic safety seminars
	Human rights and labor	Emergency call safety confirmation training	4 times/year, response rate within 24 hours: 100%
		Talent development	Implementation of rank-by-rank training sessions Implementation of selective training (female leaders, overseas assignments and next-generation managers) Correspondence courses and e-learning
		Creating a comfortable working environment	Initiatives to promote paid vacation Efforts to reduce overtime hours Promotion of diversity
 Governance	Social contribution	Interaction with local communities	At least one activity per plant
	Quality	Renewal and acquisition promotion of IATF16949 (quality management system)	Update from ISO/TS to IATF16949
	Corporate governance	Strengthening of corporate governance	Establishment of compliance guidelines Implementation of compliance training "Our Code of Conduct" read once a year
		IR activities	IR activities for investors
	Information management	Corporate governance self-inspection	Self-inspection using a check sheet once a year
		Retention and management of confidential information, Our Code of Conduct	"Ten Commandments of Information Management" read once a year

Degree of achievement: ★ 110% or more
 ◎ 100% or more, less than 110%
 ○ 95% or more, less than 100%
 ▲ 80% or more, less than 95%
 ■ Less than 80%

Material issues

	Main activities and results in FY2018	Assessment	Main targets and measures for FY2019
	Acquired expanded certification for headquarters, GTL and C&C Tochigi in Japan	◎	Promote and maintain EMS in domestic business locations and promote 100% acquisition in overseas business locations
	Completed technology standard of aluminum processing mold Completed technical standard for aluminum joining	◎	Maintenance of quality standards for aluminum components
	Violation of environmental laws and regulations: 0 incidents, Leakage and complaints: 0 incidents Updating of laws and regulations checklists	◎	Compliance with environmental laws and regulations, Leakage and complaints: 0 incidents Updating of laws and regulations checklists
	Improvement of 8.1% compared to FY2013	▲	Improvement of emissions per unit of sales by 9% compared to FY2013
	Promotion of waste separation -11% compared to FY2017	◎	Maintain emissions per unit of sales compared to FY2017
	-10% compared to FY2017	★	Maintain usage per unit of sales compared to FY2017
	Twice-yearly tree-planting and pruning activities Acquired "three-star rating in the Shiga Biodiversity Initiative Certification" for our regular activities	★	Continuation of activities
	Actual results: 9.86	■	Less than or equal to 3.4 Continuation of safety education and review of content
	2 incidents	■	0 incidents Continuation of safety education and review of content
	26 incidents	■	Less than or equal to 12 incidents Continuation of safety education and review of content
	15 incidents	■	Less than or equal to 7 incidents Continuation of safety education and review of content
	Results: 98.2%	○	Target: 100% consultation rate Follow-up of unexamined people
	Results: 98%	○	Target: 100% consultation rate Follow-up of unexamined people
	Results: 96.2%	○	Target: 100% response rate Review of informing methods
	Implementation of seminars Participation in the drivers' competition	◎	Continuing education on safe driving Conduct awareness-raising activities
	Conducting regular training (91% first time, 94% second time, 97% third time, 96% fourth time)	○	Continuation of training Review of methods to inform
	* Details are on a separate page	◎	Implementation of training programs based on talent development plans
	Implementation of the annual paid leave plan at the beginning of the fiscal year (performance 58%)	◎	Introduction of 5-day consecutive paid leave system
	Results: average 28.35 hours/month	◎	Continuation of activities
	Active recruitment of female employees (recruitment ratio: 11.4%) Promotion of senior participation Job creation for disabled persons	○	Establishment of the Diversity Promotion Committee Employ 4 or more female employees
	Plan for beautification activities in all areas and forest planting activities, etc., Implementation rate: 100%	◎	Continuation of activities
	Completion of renewal of all domestic business locations Promote renewal of overseas business locations	○	Complete renewal of overseas business locations
	Completion of domestic guidelines formulation and implementation Formulation of guidelines for overseas subsidiaries Implementation of harassment training Implementation of reading by all employees	◎	Review and unify guidelines for each overseas subsidiary Implement compliance training to raise anti-fraud awareness Revise and continue to read "Our Code of Conduct"
	Held 34 times a year	◎	Continuation of activities
	Conducting self-inspection (April, 2019)	◎	Review of check sheet and self-inspection method Follow-up of areas of weakness
	Reading of "Ten Commandments of Information Management"	◎	Implement "Ten Commandments of Information Management" reading once a year Strengthen global confidentiality