

Corporate Social Responsibility

Basic Approaches and Promotion System

The LINTEC Group is furthering its activities centered on corporate social responsibility (CSR) activities that are based on its company motto, "Sincerity and Creativity." We have set our basic CSR approaches as, "thorough implementation of corporate ethics and compliance," "shareholder- and investor-oriented management," "improved customer satisfaction," "environmentally friendly operations," "social contribution," and "safety- and health-related activities," and are conducting CSR activities throughout the Company centered on the CSR Management Office, which reports directly to the president, and its six subcommittees, which consist of members from all areas of the Company.

In 2011, LINTEC announced its participation in the United Nations Global Compact. We practice CSR management based on global standards, such as ISO 26000, paying attention to such areas as human rights protection, maintenance of labor standards, environmental consideration, and anti-corruption, with the aim of being a company that is trusted and highly respected by the international community.

CSR Promotion System As of April 1, 2013



Basic Commitments of the Committees

Corporate Ethics Committee

Treat corporate ethics and compliance as priority management themes and ensure that every employee is aware of their importance and practices them every day

Investor Relations Committee

Conduct management that emphasizes shareholders and investors, and take action to improve the corporate brand

Customer Satisfaction Committee

Provide a stable supply of products and improve quality management and service based on the key concepts of assuring customers of reliability and fulfilling our responsibilities

Environmental Preservation Committee

As a materials manufacturer, conduct Company-wide activities in production, R&D, and other areas based on the principle of reducing the environmental impact and effectively using resources

Social Contribution Committee

As a good corporate citizen of both the local communities where we operate and the wider international community, help solve social challenges and carry out activities that contribute to the sustainable development of societies

Safety, Disaster Prevention, and Health Committee

Proactively develop workplace environments where people can work with security, based on the concept of improving employee satisfaction

Together with Employees

Respecting human rights and diversity

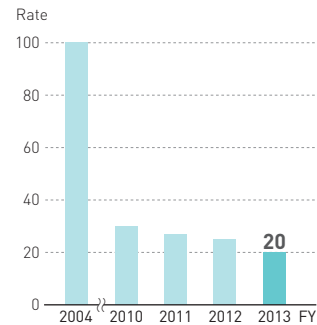
The LINTEC Group avoids discriminatory treatment of employees based on race, creed, gender, education, nationality, religion, or age, thereby respecting the diversity of individuals. In the areas of recruitment and employment, the Group complies thoroughly with labor laws and regulations, including the prohibition of unfair discrimination, child labor, and harassment, and is pushing forward with the creation of workplace environments where all employees can happily and actively do their jobs.

Providing Value to Customers

Conducting thorough quality management

The LINTEC Group has acquired ISO 9001 certification, the international standard for quality management systems, for its major sites in Japan and overseas. In addition, we are working to further reinforce our quality assurance system by expanding ISO 9001 to other departments and acquiring integrated certification for related sites. We also conduct design reviews, a method for checking materials under development at each stage of the production process from the perspective of different divisions, to prevent major quality problems while performing internal management of processes, such as by using defect detection equipment, to stop faulty products from being distributed. As a result of such initiatives, when comparing major quality problems by year, if FY 2004 is set as a base of 100, problems have declined to 20 by FY 2013.

Major Quality Problem Rates by Fiscal Year
(FY 2004 set as a base of 100)



Environmental Management

Reduction of environmentally unfriendly chemical substances

The LINTEC Group is striving to reduce the use of organic solvents, such as toluene, in the manufacturing process. In the fiscal year ended March 31, 2013, LINTEC used 7,796 tons of toluene (non-consolidated), a cut of 789 tons compared with the previous fiscal year. We are also working on a transition to a solvent-free release agent used in release papers and a solvent-free adhesive for adhesive papers and films for seals and labels. In the fiscal year ended March 31, 2013, 53% of release papers produced were solvent-free as were 68% of adhesive papers and films for seals and labels sold. Exhaust-gas treatment facilities have been installed in plants as necessary, and we are making efforts to reduce our volatile organic compound (VOC) emissions into the atmosphere.



Exhaust-gas treatment facility

FOCUS FEATURE

Saving electricity by applying window film for buildings

Window film for buildings has a number of effects when applied across the whole of a window, such as shatter-proofing, preventing glass from flying out or falling when the window breaks due to an earthquake, controlling heat penetration, and cutting the penetration of ultraviolet rays.

Wincos Heat Cut HCN-75F is based on a combination of Fujifilm Corporation's technology for creating a layer to reflect near infrared rays through a uniform coating with special particles and the Company's proprietary formulation for absorbing near infrared rays. While maintaining brightness in the room through high transparency, the film is highly effective in blocking heat penetration. Unlike previous metallized films, there is no interference with radio waves, and the product is drawing attention as a simple means of saving electricity.



Please see our CSR website for detailed information about our CSR activities.

<http://www.lintec-global.com/csr/>