

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, 2014



Providing Value to Customers

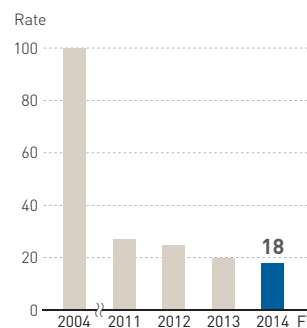
Efforts toward business continuation

The Company is engaged in building a system capable of either continuing or soon restarting business operations even if struck by a disaster. In March 2014, all the Company's bases in Japan and one of its subsidiaries, TOKYO LINTEC KAKO, INC., obtained certification under ISO 22301:2012, the international standard for business continuity management (BCM) systems. In the event of a natural disaster or accident occurring that disrupts business operations, we will ensure the safety of our employees before promptly recommencing the supply of products. We will work to further strengthen and improve our BCM systems to enable us to minimize any effect on our stakeholders, including our 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 strive to prevent accidents by conducting design reviews, a method for checking materials under development at each stage of the production process from the perspective of different divisions. 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 18 by FY 2014.

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





Please see our CSR website for detailed information about our CSR activities.
<http://www.lintec-global.com/csr/>

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.

Awareness of corporate ethics

The LINTEC Group produces Code of Conduct Guidelines, a booklet that is a compilation of pointers on day-to-day behavior, so that each and every employee remains in compliance with legal, ethical, and social standards. Published in the booklet are Group action guidelines, including internal control guidelines, covering 12 codes of conduct, such as the offering of products and services that contribute to society, fair and transparent business dealings, and compliance with various national and international laws and regulations. Translated into seven languages, the booklet is distributed to all employees, including those outside Japan.



Code of conduct guidelines

Environmental Preservation

Environmental management

The LINTEC Group has set up environmental management systems that conform with the ISO 14001 international standard at its major sites in Japan and overseas. We are now actively advancing plans to have our overseas bases certificated in an integrated manner. In addition to LINTEC INDUSTRIES (SARAWAK) SDN. BHD. in Malaysia in September 2013 and LINTEC ADVANCED TECHNOLOGIES (TAIWAN), INC. in March 2014, we have completed the integrated certification of 22 sites in Japan and overseas. By making progress in obtaining global integrated certification for overseas Group companies, we will strengthen efforts toward Companywide environmental preservation.

Reducing environmental impact

Engaged in minimizing the impact manufacturing can have on the environment, the LINTEC Group is naturally striving to reduce its energy usage, CO₂ emissions, and waste. However, we are also engaged in reducing both the organic solvents used when applying adhesives or release agents to substrates and the amount of water used when manufacturing paper. In addition, we are working to reduce the volatile organic compounds (VOCs) released into the air by installing exhaust-gas treatment facilities at each of our plants.



Exhaust-gas treatment facility