

Compliance

We employ thorough measures to ensure compliance with laws and corporate ethics and always act with a high degree of social conscience to achieve sustained corporate growth.

Basic Compliance Policy

The Fuji Electric Code of Conduct, which was revised in October 2010, states that we shall “Respect, value and conform with all applicable laws and regulations,” which has been incorporated into our basic policy. We have established the Fuji Electric Compliance Regulations and

the Fuji Electric Compliance Program, which bring together four aspects of domestic and overseas compliance (internal rules, oversight, monitoring, and education), based upon this policy, to achieve sustained growth.

Compliance Promotion Structure

The Fuji Electric Compliance Promotion Committee, which is headed by the president and composed of the managers responsible for compliance, with outside experts (attorneys) as observers, has jurisdiction over compliance.

The committee meets twice each fiscal year to deliberate compliance planning and execution with the goal of achieving full compliance with laws and social norms globally.

Global Promotion of the Compliance Program

Fuji Electric is bolstering the compliance of its overseas operations.

In addition to globally consistent items that apply at all overseas sites, such as the prohibition of discriminatory acts and unfair dealings, including bribery and corruption, the Fuji Electric Compliance Program reflects the laws and regulations of each region where we conduct business. We practice compliance on this basis through the actions of all our subsidiaries in Japan and overseas.

Conducting Compliance Training

Fuji Electric has created a compliance training program for officers and employees of the Company and its subsidiaries that addresses matters they encounter in the course of their business activities. Compliance training has two main thrusts: level-specific and job-specific courses.

- **Level-specific Training**

Level-specific training is tailored to executives, managers, and new employees of consolidated subsidiaries in Japan. Training lasts a half to one full day, with sessions focusing on the Fuji Electric compliance framework and the Fuji Electric Compliance Program.

In fiscal 2012, training was conducted for around 39 newly appointed directors, 152 senior managers, and 151 new employees.



- **Job-specific Training**

Job-specific training takes the form of classroom-based group sessions that feature items for consideration in practical business situations. In fiscal 2012, training was conducted for 718 sales and administrative unit personnel covering a variety of themes including the Antimonopoly Law.

In fiscal 2013, we are promoting an e-learning initiative for overseas subsidiaries.

Operation of Whistle-blowing Systems in Japan and Overseas

To prevent infractions of laws, regulations and internal rules and ensure early detection, Fuji Electric has introduced the Business Ethics Helpline System. Under this system, employees in Japan and overseas can report violations or suspected violations of laws or company rules to Fuji Electric's president via the department responsible for compliance or through an external lawyer.

In July 2012, we initiated a Partner Hotline, which handles notifications from business partners about Fuji Electric's materials procurement operations. Building more reliable trading relationships with our suppliers is part of fulfilling our social responsibility.