

# CSR Activities

Fuji Electric's CSR is summed up precisely in its corporate philosophy and management policies. These principles entail contributing to the resolution of social issues through our energy- and environment-related businesses, effectively managing our business in a way that maximizes the positive impact of overall corporate activities on society and the environment while working to prevent or alleviate any negative impact.

We hope that through our promotion of CSR practices, we can continue to build strong relationships of trust with all of our stakeholders.

## CSR Policies

To promote CSR on a global basis, we have also established and are implementing the Fuji Electric Code of Conduct, a guideline for all employees that encourages them to share the principles of the corporate philosophy and management policies and act accordingly.

### Fuji Electric Code of Conduct

Fuji Electric and its employees, from a global perspective always strives to meet our corporate mission of “We, Fuji Electric, pledge as responsible corporate citizens in a global society to strengthen our trust with communities, customers and partners.”

1 Respect and value our customers	2 Respect and value all people	3 Respect and value the global environment
4 Respect and value our shareholders and investors	5 Respect and value interaction with society	6 Respect, value and conform with all applicable laws and regulations

### Sustainability Initiatives

Fuji Electric has declared its support for the United Nations Global Compact.

Through its business, Fuji Electric endeavors to contribute to the achievement of the Sustainable Development Goals, which consist of 17 goals and 169 targets that were adopted by the UN General Assembly in September 2015, and is thereby striving to help realize a sustainable society.



More detailed information on Fuji Electric's various CSR activities can be found on the Company's corporate website. <http://www.fujielectric.com/company/csr/>

## ESG Initiatives

Fuji Electric acts from a perspective focusing on environmental, social, and governance (ESG) issues with the aim of realizing ongoing improvements in corporate value. Accordingly, the Company has defined key ESG issues, which it is actively working to address.

### Key ESG Issues

ESG Areas	Key Issues	Priority Measures	Associated Pages	
Environment	Prevention of global warming	<ul style="list-style-type: none"> <li>Reduce society's CO<sub>2</sub> emissions through provision of energy-saving products</li> <li>Reduce CO<sub>2</sub> emissions during production</li> </ul>	P29–P34	
	Creation of a recycling-oriented society	<ul style="list-style-type: none"> <li>Promote 3Rs in relation to products and production activities</li> </ul>		
Social	Human resources	Human rights	<ul style="list-style-type: none"> <li>Entrench awareness of Policy for Human Rights of the Employees among all employees</li> <li>Conduct ongoing human rights training</li> </ul>	P35
		Safe and healthy workplaces	<ul style="list-style-type: none"> <li>Conduct ongoing occupational health and safety training to prevent occupational accidents</li> <li>Carry out safety patrols to prevent serious accidents and frequently occurring accidents</li> </ul>	
		Diversity	<ul style="list-style-type: none"> <li>Employ a diverse range of human resources</li> <li>Reform awareness of management and female employees</li> </ul>	P36–P37
		Work-life balance	<ul style="list-style-type: none"> <li>Develop comfortable workplace environments</li> </ul>	
		Human resources development	<ul style="list-style-type: none"> <li>Cultivate globally competent employees regardless of work locations and nationalities</li> </ul>	
	Contributions to communities	Community outreach	<ul style="list-style-type: none"> <li>Contribute to communities through activities for protecting the natural environment and promoting youth development</li> </ul>	P38
Governance	Compliance	<ul style="list-style-type: none"> <li>Establish compliance promotion systems and effectively implement the Fuji Electric Compliance Program</li> <li>Cultivate mind-set of strict compliance among employees</li> </ul>	P41	
	Risk management	<ul style="list-style-type: none"> <li>Identify projected risks, set priorities, and formulate countermeasures for high-priority risks</li> <li>Establish and continually improve BCPs for head office and production bases</li> </ul>	P42–P43	

### External Recognition

Domestic and overseas socially responsible investment (SRI) rating institutions have selected Fuji Electric as a component of the following SRI indexes out of recognition of its being a company with outstanding CSR performance.



Dow Jones Sustainability Indices



FTSE4Good Index Series



Ethibel Sustainability Index (ESI)



Morningstar Socially Responsible Investment Index