# **KHI Group CSR**

The KHI Group's mission is "Kawasaki, working as one for the good of the planet : (Enriching lifestyles and helping safeguard the environment: Global Kawasaki)."

Each and every employee puts this statement into practice as he or she goes about individually assigned daily business activities. To this we added a broader view of CSR and action goals, as we seek to realize the Group Mission at ever higher levels.

## **Group Mission and CSR**

## **Basic Concept**

The KHI Group's CSR activities are an ongoing effort to realize the Group Mission at ever higher levels. We know that contributing to the future of human society and the global environment will raise the value of the Kawasaki brand, and we promote activities in the five themes described below to realize our goal.





## **Creating the Group's CSR Framework**

The Group's CSR activities fall into five themes. Categories are established for each theme and action goals are set for each one of these.

Various social expectations are placed upon companies. We collected and consolidated feedback from different sources. including requests from customers, points in CSR surveys conducted by third-party organizations, and ISO 26000 core subjects, and then selected specific CSR issues that we, as a corporate group, should address. These issues have been positioned as items of focused activity during the Medium-Term Business Plan 2010 (fiscal 2011-2013) that will enable the KHI Group to achieve its ideal.

The divisions assigned to these items self-assess the current status of their efforts and draft action plans highlighting

measures to compensate for shortcomings and to reinforce existing strengths. This PDCA (Plan-Do-Check-Act) cycle is repeated.(Please see page 7-8 for the individual CSR issues and Actions)

However, the social expectations placed on companies gradually change as the years go by, and the scope of issues that must be addressed starts to expand. Fiscal 2013 will be a year of preparation for the new medium-term business plan that will begin in fiscal 2014. During fiscal 2013, we will review our CSR issues and be ready to implement activities over the term of the new plan that perfectly reflect the changing times.

## **CSR Activity Structure**

#### Corporate CSR Committee

Chair: KHI President Members: Directors, internal company presidents, headquarter general managers and standing corporate auditors.

The committee exists to deliberate and decide on major CSR policies and important matters.

#### **Head Office CSR Planning Group**

The Head Office CSR Planning Group acts in an advisory capacity to the Corporate CSR Committee. It discusses approaches that the Company should take and presents these opinions to the Corporate CSB Committee

#### Company CSR Committees

Chairs: Presidents of respective internal companies

Each committee determines concrete strategies relevant to the associated internal company, based on major policies established by the Corporate CSR Committee, and confirms the status of implementation.

#### **Company CSR Liaison Conference**

The departments responsible for CSR at each internal company hold a joint meeting to exchange information.

### Joint CSR Liaison Conference (from fiscal 2012)

Previously, each business segment (internal company) promoted activities that had been determined on the advice of the Head Office CSR Planning Group to the Corporate CSR Committee. Beginning in fiscal 2012, a joint meeting that includes the participation of internal companies is held where members share opinions on issues and work together to determine appropriate solutions

#### CSR Report Editorial Committee

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This committee determines the direction of the annual CSR Report and handles the editorial work.

## **Group CSR Themes: Categories and Action Goals**

Themes	Categories	
Overall	CSR overall	Realize the Group Mission (KHI's duty to so
<b>1</b> Business	Product Development	Draw on comprehensive Group capabilities high-quality products.
	Product Liability	Provide products and services that are relia
	Customer Satisfaction	Provide products and services that meet cu
2 Management	Corporate Governance	Pursue sound, transparent management, er and demonstrate the combined strength of
	Compliance	Build an organization that is open and self-
	Risk Management	Pinpoint major risks that threaten the achie the most appropriate responses.
	Information Security	Institute reliable information security meas
	Information Disclosure, IR Activities	Provide timely, accurate corporate information
	Business Partners	Coexist with business partners and maintai
<b>3</b> Employees	Occupational Safety and health	Create a safe, pleasant working environme
	Human Resources Development	Consistently cultivate the skills of employe
	Human Rights	Respect the diversity of employees and stri
	Labor	Endeavor to create a workplace that provid employees are treated fairly and appropriat
<b>4</b> Environment	Global Environment	Strive to realize a low-carbon society, a rea
5 <sup>Social</sup> Contribution	Local Communities and Japanese Society	Coexist and cooperate with local communit
	International Community	Respect the myriad cultures of countries an by cultivating technology and human resou
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#### **Action Goals**

ociety) at a higher level.

and apply sophisticated technologies to the development of high-performance,

liable and safe from customer's perspective

sustomer needs and leave a great impression

enable each business segment to operate independently f the Group.

f-regulating to underpin a corporate culture with credibility

ievement of business targets and establish a system capable of providing

asures and maintain the safety and security of information.

ation and further enrich the contents of disclosure

ain fair partnerships while promoting collaboration in CSR activities.

ent where employees can perform their jobs in good health and in a positive state of mind.

vees, refine acquired talents, and raise the value of personnel assets to the highest level.

trive to create a workplace that embraces wide-raging values and abilities and utilizes them.

ides motivation and satisfaction and one in which

ately

ecycling-oriented society, and a society that coexists with nature

nities and help nurture new generations that will develop future dream technologies.

around the world and contribute to their vibrancy urces in these countries