

# EBARA Group's CSR challenges

EBARA will celebrate its centennial anniversary in 2012. For continuous growth that goes beyond the mark, EBARA is determined to recognize CSR challenges and strive to make improvements.



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## Challenges in the EBARA Group CSR activities

The EBARA Group CSR Report is prepared by the CSR Report Production Committee, which was established in October 2007. Its purpose is to recognize and address CSR challenges that can be identified in the process of creating and editing, rather than just creating reports, and thereby build a corporate group trusted by society. There are three major challenges that were found in the course of preparing and issuing the first CSR Report in 2008:

### 1 Stipulation of CSR Policy that can be shared across the EBARA Group

The EBARA Group has its Founding Spirit, Management Principle and Code of Conduct and we are considering whether to stipulate a CSR policy, which should connect the management principle and Code of Conduct more clearly. We aim to stipulate the EBARA Group CSR Policy that shows the Group's attitude to all stakeholders in a straightforward manner by the end of 2009.

### 2 Dissemination of the term "CSR" and its meaning

After the first EBARA Group CSR Report was issued and distributed to all employees in 2008, a number of them responded to the questionnaire with a question asking what CSR meant. We received a wide variety of comments ranging from "what does CSR stand for?" to inquiries into the essence of the EBARA Group's social responsibility. In 2009, we will conduct activities to further disseminate the awareness of CSR across the board.

### 3 Raising of CSR awareness and promotion of activities in the entire EBARA Group

One of our priorities is to enhance the awareness of CSR and promote activities across the EBARA Group in Japan. At the same time, we think of work conditions, human rights, and the maintenance of good relationship with supply chains, the community and society as themes to be extended to the Group companies overseas. We conducted current situation surveys targeting overseas Group companies in 2008. We intend to continue to conduct the surveys in 2009 and beyond and consider measures according to the country and region and the nature and scale of business.

## On the third party's comment

We have received valuable opinions from Professor Shimada of Ritsumeikan University again. As he pointed out, we will have to struggle in this severe economic climate. However, this is the time when each of us should exert our potential to the full extent and fulfill our responsibility to society with our combined strengths. This 2009 issue has been made for the main purpose of encouraging the employees to give consideration to EBARA's CSR and make practical efforts. The intention is to present the internal systems in a plain way and facilitate the understanding of the systems and the significance of activities. We would like to show in a straightforward manner that various internal systems and approaches will lead to the well-being of each and every employee and the Company, and in turn society.

While the number of external responses to the questionnaire on the CSR Report was small, we have come to receive various inquiries from corporate investors and universities that read the CSR Report. In the future, we would like to consider the approaches we should take for stakeholders.

In June 2009, the EBARA Group signed the United Nations Global Compact. The Global Compact sets forth 10 principles concerning human rights, labor, the environment and anti-corruption. We see these 10 principles as being in line with the CSR that the EBARA Group should work on. Taking part in this global initiative and accomplishing results should lead to continuous improvement of our CSR management. We are committed to endeavoring for continuous growth as a company that can meet the expectations of stakeholders.