

The TDK Group's CSR

The TDK Group's approach to CSR is based on the practice of the TDK corporate motto and thorough implementation of corporate ethics. Recognizing that TDK is a social entity supported by stakeholders, such as customers, suppliers, employees, shareholders, investors, and local communities, we promote CSR activities through our business activities on the basis of the TDK Code of Conduct and maintain communication with these stakeholders. By carrying out the TDK corporate motto, we increase corporate value, and subsequently contribute to continuous corporate development and the creation of a sustainable society.

*For more details about TDK's corporate philosophy and CSR, please refer to the following URL:
http://www.global.tdk.com/csr/csr_philosophy/csr01300.htm

Fiscal 2015 Action Plan and Main Achievements

The TDK Group promotes activities through the PDCA (plan-do-check-act) cycle for the following items with the aim of realizing a sustainable society and company. Here we report the fiscal 2015 action plan and main achievements for each item. From now on we will develop activities in accordance with our finalized materiality (see p. 14).

		Fiscal 2015 Action Plan	Main Achievements in Fiscal 2015
Contribute to the World through Technology	Contribute to resolving social problems through business activities	<ul style="list-style-type: none"> Continue to promote the development of products that contribute to the solution of social issues in the priority strategic fields of ICT, automotive, and industrial equipment and energy 	<ul style="list-style-type: none"> Promoted the development of multilayer chip varistors, TMR angle sensors, bidirectional DC-DC converters, etc.
	Develop Human Resources	Innovative craftsmanship training	<ul style="list-style-type: none"> Implemented improvements and support at plants with graduates
		Develop global human resources	<ul style="list-style-type: none"> Improve global human resource function Continue to implement cross-cultural communication training and IMD (International Management Development) seminars Continue to consolidate the Overseas Trainee Program
	CSR awareness within the company	<ul style="list-style-type: none"> Rearrange contents and implement e-learning Continue to implement corporate ethics and CSR education in training for new recruits and assistant managers Continue raising awareness for CSR in IMD seminars Make a separate plan for compliance education 	<ul style="list-style-type: none"> Implemented annual e-learning on corporate ethics globally (CSR e-learning implemented once every three years) Implemented corporate ethics and CSR education in training for new recruits and managers Raised awareness for CSR in IMD seminars Implemented e-learning on cartels, information security, etc.
Consider the Societal and Environmental Impact of the Supply Chain	Promote CSR procurement	<ul style="list-style-type: none"> Continue to regularly revise CSR check sheets for suppliers and provide education and guidance Implement and expand CSR audits of suppliers Implement CSR training at employment agencies focusing on labor and human rights 	<ul style="list-style-type: none"> Continued guidance for suppliers (improvement guidance given to seven companies) Expanded CSR audits at main contracted processors in China (implemented at six companies) Conducted a CSR survey of Chinese worker dispatch agencies
	Response to conflict minerals	<ul style="list-style-type: none"> Gather information and assess trends regarding the interpretation of the SEC's final conflict mineral rules Continue to respond properly to customers Implement regular surveys for newly purchased products and improve identification of smelters for existing purchased products Establish in-house arrangements in response to the interpretation of the SEC's final conflict mineral rules 	<ul style="list-style-type: none"> Gathered information and assessed trends through participation in the Responsible Minerals Trade Working Group of the JEITA Replies to customers: 2,505 Ratio of items confirmed to be not involved in conflicts: 86% Began a worldwide structural review
	CSR-based customer relation	<ul style="list-style-type: none"> Implement regular TDK CSR self-checks at manufacturing sites and promote the improvement of risk assessment relating to labor and corporate ethics Continue to implement third-party audits once every two years (including requests from customers) Respond to CSR survey and auditing requests from customers in a timely manner 	<ul style="list-style-type: none"> Expanded coverage of TDK CSR self-checks and risk assessment relating to labor and corporate ethics at manufacturing sites Implemented 75 cases (Fiscal 2014-15 cumulative total) Responded to CSR survey and auditing requests from customers in a timely manner
Develop and Prosper in Harmony with the Global Environment	Promote environmental activities	<ul style="list-style-type: none"> Promote environment-oriented activities based on TDK Environmental Action 2020 Continue toward achievement of carbon neutrality Reduce CO₂ emissions in manufacturing operations (environmental load): 1,050 thousand tons or less Increase reduction of CO₂ emissions through products (environmental contribution): 1,050 thousand tons or more 	<ul style="list-style-type: none"> Promoted environmental activities based on TDK Environmental Action 2020 Achievement of carbon neutrality CO₂ emissions in production activities (environmental load): 1,126 thousand tons Reduction of CO₂ emissions through products (environmental contribution): 1,580 thousand tons