

Referencing the ISO 26000 guidelines, we have classified CSR activities into seven categories, for each of which we have set medium-term targets. The results for fiscal 2015 are shown in the table below.

A: Accomplished, B: Almost accomplished, C: Not accomplished

CSR category	Related page	Priority item	Major theme	Targets for FY2015 and onward	FY2015 results	Self-assessment
Governance and compliance	P.14 ~16	Corporate governance	Hold discussions at meetings of the Board of Directors, the Board of Corporate Auditors, and other committees to promote fair corporate activities. Evaluate the effectiveness of internal control over financial reporting of Group companies that fall within the scope of assessment.	- Hold meetings of the Board of Directors and the Board of Corporate Auditors, and review activity plans at CSR Promotion Committee meetings. - Implement activities with the Financial Control Committee playing a central role. [Target: Number of material weaknesses: 0]	- Judged that the Company's governance did not work properly in preventing the inappropriate accounting at STA. - Judged that there was material weakness, and submitted an internal control report.	C C
		Compliance	Promote the Code of Conduct and the Code of Corporate Behavior of the Suminoe Textile Group.	- Establish the Suminoe Textile Group Compliance Program. - Provide compliance education at training by level. - Distribute the Compliance Guidance to new employees and hold seminars to provide them with basic compliance knowledge. - Provide other types of education programs, including education through the in-house intranet and group training. [Rate of plans implemented: 100%]	- Provided compliance education at training by level and training for new employees. [Rate of plans implemented: 100%] However, the training program contents must be reviewed to make them more effective in the future.	B
			Continue compliance-related monitoring.	- Conduct compliance audits in rotation. [Rate of plans implemented: 100%]	- Implemented compliance audit. [Rate of plans implemented: 100%] However, audit for overseas subsidiaries must be improved.	B
		Announce the Hotline to all employees.	- Announce the Hotline to all new employees. - Announce the Hotline to all employees as part of training by level and power harassment prevention training. [Target: 100%]	- Announced the Hotline to all new employees. - Announced the Hotline to all employees as part of training by level and power harassment prevention training. [Target: 100%] However, operations of the Hotline system must be reviewed mainly at overseas subsidiaries.	B	
Operating practices	P.37	Fair transactions	Visualize the status of contracts, and implement legal education and monitoring concerning business transactions.	- Implement education regarding the Subcontract Act. - Conduct internal audits. [Rate of plans implemented: 100%]	- Implemented education regarding the Subcontract Act through group training programs. - Conducted internal audits. [Rate of plans implemented: 100%]	A
	-	Green Procurement	Promote the Green Procurement Guidelines.	- Distribute the guidelines to suppliers and collect Green Procurement records. [Target: Once a year]	- Distributed the guidelines to suppliers and collected Green Procurement records. [Target: Once a year → Result: Once a year]	A
Human Rights, employment, treatment of employees, and human resource development	P.23 ~28, P.35	Respect for diversity	Respect the diversity of employees to create a comfortable working environment.	- Have subsidiaries submit their plans for measures to achieve the legally required percentage of employees with physical disabilities. → Reflect on the results at the end of the term. (SUMINOE Co., Ltd., RUNON Co., Ltd., Suminoe Logistics Co., Ltd., Suminoe Techno Co., Ltd., Tango Textile Co., Ltd., Teijin Teclath Ltd. and Owari Seisen Co., Ltd.) - Hold interviews between Senior Employees and their supervisors at the time of feeding back evaluations of these employees. - Publicize the active roles played by Senior Employees through the CSR report.	- Achieved the legally required percentage of employees with physical disabilities at Suminoe Textile Co., Ltd. At subsidiaries, measures to achieve the legally required percentage not yet implemented. - Held interviews between Senior Employees and their supervisors at the time of feeding back evaluations of these employees. - Publicized the active roles played by Senior Employees through the CSR report.	C A
		Human resource development	Implement group training to help employees improve their skills and abilities.	- Provide training sessions by level and by theme and improve the content of these sessions.	Training by level: Discussed the content as in previous years. Training by theme: Implemented training by selecting two themes ("How to Read the Three Types of Financial Statements" and "Time Management").	A
			Develop globally competent human resources.	- Create the foundations of a system to develop globally competent human resources.	- Administered TOEIC tests for new employees and those wishing to take the tests. - Provided foreign language training programs (school attendance course, correspondence course, and training course before leaving for overseas duty). - As a future task, we will create the foundations of a system to develop globally competent human resources.	B
			Women's empowerment.	- Dispatch female employees to the Women's Empowerment Support Forum. - Hold a seminar to promote women's empowerment geared to managers and female employees. - Prepare a Manual for Supporting a Balance between Work and Childcare. - Publicize the active roles played by female employees through the CSR report. - Publicize the active roles played by female employees at training by level.	Implemented all the following measures: - Dispatching female employees to the Women's Empowerment Support Forum. - Holding the seminar to promote women's empowerment geared to managers and female employees. - Preparing the Manual for Supporting a Balance between Work and Childcare. - Publicizing the active roles played by female employees through the CSR report. - Publicizing the active roles played by female employees in training by level.	A
Revitalization of human resources.	Implement measures to revitalize human resources. - Hold interviews with next-generation employees for first- to fifth-year employees. - Hold lunch meetings. - Hold the Mirai-juku program (a series of seminars on future growth).	Implemented measures to revitalize human resources. - Held interviews with next-generation employees for first- to fifth-year employees. - Held the Mirai-juku program (a series of seminars on future growth).	A			
Safety, disaster prevention, and health	P.36	Occupational health and safety	Promote activity plans to protect the safety of employees.	- Share initiatives carried out at the offices/factories of those establishments with Health and Safety Committees. - Designate the persons in charge of health and safety as well as the persons in charge of health, at small offices/factories. - Regularly provide safety education. [Target: Rate of lost-worktime injuries: 1]	- Shared initiatives carried out at the offices/factories of those establishments with Health and Safety Committees. - Designated the persons in charge of health and safety as well as the persons in charge of health, at small offices/factories. - Regularly provided safety education. [Target: Rate of lost-worktime injuries: 1 → result: 1.32]	C
			- Carry out disaster drills. [Rate of plans implemented: 100%]	- Carried out disaster drills. [Rate of plans implemented: 100%]	A	

CSR category	Related page	Priority item	Major theme	Targets for FY2015 and onward	FY2015 results	Self-assessment	
Safety, disaster prevention, and health	P.36	Occupational health and safety	Provide care to maintain the health of employees.	- Provide anti-harassment training at four offices/factories. - Disclose the behavior rules for harassment prevention. - Publicize health consultation services. - Conduct stress checks. - Introduce time recorders to major offices/factories. - Establish a system to periodically check working hours to give guidance to employees who work long hours. - Prepare materials with which the entire picture of the present operational system can be understood. - Consider measures regarding integrated plans to enhance operational efficiency.	- Provided anti-harassment training. - Designated harassment counselors on a trial basis, aimed at establishing a system to enable employees to easily seek advice. - Publicized health consultation services. - Conducted stress checks. - Introduced time recorders to major offices/factories. - Periodically checked employees' working hours to confirm whether there were differences between actual working hours and the records on the time recorders, and provided guidance where necessary. - Held seminars on labor laws, eight times at six offices/factories.	A A B	
				Environment	Prevention of global warming.	See page 42	
				Risk management	P.37 ~38	Business continuity plan (BCP)	Promote a business continuity plan (BCP) to be implemented in the event of emergency or disaster.
Intellectual property	Promote understanding of intellectual property.	- Implement awareness-raising activities regarding intellectual property rights (through the in-house intranet and training sessions). [Rate of plans implemented: 100%]	- Implemented awareness-raising activities regarding intellectual property rights (through the in-house intranet and training sessions). [Rate of plans implemented: 100%]			A	
Information security	Provide information security education (security of information terminals and personal information protection). Carry out awareness-raising activities to prevent insider trading.	- Provide information security education. - Require employees who carry company-owned mobile phones to submit a written security pledge. - Establish a system in response to the Social Security and Tax Number System, and provide relevant education to employees. - Continue awareness-raising activities to prevent insider trading.	- Provided information security education. - Collected a written security pledge from employees who carry company-owned mobile phones. - Established a system in response to the Social Security and Tax Number System, and provided relevant education to employees.			A	
Quality improvement	Promote quality improvement efforts.	- Regularly hold Quality Assurance Joint Meetings (quarterly), and continued activities to share the initiatives regarding quality management (activities to reduce the percentage of defective products and the losses due to defective quality), and chemical substances regulations.	- Regularly held Quality Assurance Joint Meetings (quarterly), and continued activities to share the initiatives regarding quality management (activities to reduce the percentage of defective products and the losses due to defective quality), and chemical substances regulations.			A	
Consumer issues / Social contribution management activities	-	-	Customer satisfaction improvement	Appropriately respond to customers and share customer service experience company-wide.	- Report the content of inquiries/complaints received by the Customer Service Center to the CSR Promotion Committee.	A	
			Information disclosure	Properly disclose investor relations information.	- Quarterly disclosure of summary of financial results to the Tokyo Stock Exchange, and published the summary on the Company's website.	- Due to the accounting problems at STA, the announcements of financial results for the 127th period and the first quarter of the 128th period were delayed. However, the factors that caused the problems and the process of investigation were disclosed at the right time.	A
			External communications	Promote communication with stakeholders (publicize the strength of the Company).	- Hold conventional external communications. - Determine the actual conditions of external communications.	① Presented Suminoe Textile booths at various exhibitions, including JAPANTEX2015, the 80th Tokyo International Gift Show, and the Mass-Trans Innovation Japan 2015. ② Held almost the same number of dialogs with institutional investors as the previous year, and actively communicated with institutional investors, with the aim of increasing their understanding of the Group's business and its results. ③ Improved IR information published on the website. Actively disclosed information by posting our three-year medium-term management plan and IR meeting handouts, in addition to disclosing legally required documents. However, there was a delay in disclosing materials announcing the financial results, due to the STA accounting problems. ④ Held a talk session to consider Suminoe Textile Group's unique features and social roles from the viewpoint of employees, and introduced the session content in a feature article in the CSR Report, to provide readers with a clue to the corporate image of the Group.	A
Safety, disaster prevention, and health	P.45	Social contribution activities	Contribute to the local communities. Carry out social contribution activities relating to environmental protection.	- Formulate the guidelines (fields and concept) for social contribution to be implemented by the Suminoe Textile Group and obtain the approval of the CSR Promotion Committee. - Propose plans for specific activities that will be selected by the CSR Promotion Committee, or invite employees to submit these plans.	- Continued local contribution activities and environmental protection activities, and started to discuss the guidelines (fields and concept) for social contribution to be implemented by the Suminoe Textile Group.	B	