

FY 2016 Results of CSR Activities

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 2016 are shown in the table below.

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

CSR category	Related page	Priority item	Major theme	Targets for FY2016 and onward	FY2016 results	Self-assessment	CSR category	Related page	Priority item	Major theme	Targets for FY2016 and onward	FY2016 results	Self-assessment
Governance and compliance	P.17 ~18	Corporate governance	Hold discussions at meetings of the Board of Directors, the Board of Corporate Auditors and other committees, to promote fair corporate activities.	- Hold meetings of the Board of Directors and the Board of Corporate Auditors, and review activity plans at CSR Promotion Committee meetings.	- Reviewed the performance management system, and improved monitoring conducted by the Board of Corporate Auditors, in response to the issue of inappropriate accounting at STA. However, these measures were not sufficient.	B	P.30	Safety, disaster prevention, and health	Occupational health and safety	Provide care to maintain the health of employees.	- Provide anti-harassment training, Review the behavior rules, Publicize health consultation services, Conduct stress checks.	- Provided anti-harassment training, Newly set up a point of contact for harassment consultation services, Publicized health consultation services, Conducted stress checks.	A
			Evaluate the effectiveness of internal control over financial reporting of Group companies that fall within the scope of assessment.	- Implement activities with the Financial Control Committee playing a central role. [Target: Number of material weaknesses requiring disclosure : 0]	- Judged that there was material weakness requiring disclosure, and submitted an internal control report.	C				Provide care to maintain the health of employees.	- Introduce tools to subjectively grasp employees' working hours to all factories/offices (including sales offices), Firmly establish a system to periodically check working hours to give guidance to employees who work long hours, Discuss measures to help employees strike a successful work/life balance.	- Introduced time recorders to major offices/factories and sales offices, 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 at four offices/factories.	A
		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%]	A				Provide care to maintain the health of employees.	See page 38		
			Continue compliance-related monitoring.	- Conduct compliance audits in rotation. [Rate of plans implemented: 100%]	- Implemented a compliance audit. [Rate of plans implemented:100%]	B				Provide care to maintain the health of employees.	- Conduct a drill covering procedures from safety confirmation at the Head Office to communicating relevant information to customers, Conduct a safety confirmation drill at other offices/factories.	- Conducted the safety confirmation drill at Head Office.	B
	P.33	Fair transactions	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 harassment prevention training. [Target:100% → result:100%]	- Announced the Hotline to all new employees, Announced the Hotline to all employees as part of training by level and harassment prevention training. [Target:100% → result:100%]	B	P.33 ~34	Environment	Reduction of environmental impact from business activities	Provide care to maintain the health of employees.	- Discuss measures to help employees strike a successful work/life balance.		
			Announce the Hotline to all employees.	- Planned to review operations of the Hotline system mainly at overseas subsidiaries.		B				Prevention of global warming.	See page 38		
		Green Procurement	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		Business continuity plan (BCP)	Promote a business continuity plan (BCP) to be implemented in the event of emergency or disaster.	Provide care to maintain the health of employees.	- 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
			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				Provide care to maintain the health of employees.	- Conduct a drill covering procedures from safety confirmation at the Head Office to communicating relevant information to customers, Conduct a safety confirmation drill at other offices/factories.	- Conducted the safety confirmation drill at Head Office.	B
Human Rights, employment, treatment of employees, and human resource development	P.29 ~32	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 Cloth Ltd. and Owari Seisen Co., Ltd.)	- Did not achieve the legally required percentage of employees with physical disabilities at Suminoe Textile Co., Ltd. (but achieved the legally required number of employees), At subsidiaries, measures to achieve the legally required percentage not yet implemented.	C	Risk management	Information security	Business continuity plan (BCP)	Provide care to maintain the health of employees.	- Continue awareness-raising activities to prevent insider trading.	- 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.	A
			Implement group training to help employees improve their skills and abilities.	- 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.	- 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.	A				Provide care to maintain the health of employees.	- 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.	A	
		Human resource development	Develop globally competent human resources.	- 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 "Time Management" as the theme.	A		Quality improvement	Promote quality improvement efforts.	Provide care to maintain the health of employees.	- Continue awareness-raising activities to prevent insider trading.	- Regularly held Quality Assurance Joint Meetings (in January, April, July and October), 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
			Women's empowerment.	- 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 to be taken before leaving for overseas duty), The foundations of a system to develop globally competent human resources have not yet been established.	B				Provide care to maintain the health of employees.	- Report the content of inquiries/complaints received by the Customer Service Center to the CSR Promotion Committee, Introduce products developed by incorporating customer opinions in our CSR Report.	- In FY 2016, the Customer Service Center received 2,184 inquiries/complaints. Among them, inquiries about products, standards, prices, and functionality accounted for 47% (1,026 cases), and complaints accounted for 5% (107 cases), As for products developed by incorporating customer opinions, we will hold discussions in the next fiscal year and later.	B
	P.30	Women's empowerment.	Revitalization of human resources.	- Dispatch female employees to the Women's Empowerment Support Forum, Discuss training ideas, such as training on coaching female subordinates geared to managers, Publicize the active roles played by female employees through the CSR report, Publicize the active roles played by female employees at training by level.	- Dispatching female employees to the Women's Empowerment Support Forum, Publicizing the active roles played by female employees through the CSR report, Publicizing the active roles played by female employees at training by level, Additionally, a seminar to promote women's empowerment geared to management divisions was held, in place of training on coaching female subordinates.	A	Social contribution management activities	Customer satisfaction improvement	Appropriately respond to customers and share customer service experience company-wide.	Provide care to maintain the health of employees.	- Hold conventional external communications, Collect information on the CSR brand, Start to discuss other initiatives.	- Disclosed in a timely manner the quarterly summary of financial results to the Tokyo Stock Exchange, and published the summary on the Company's website without delay.	A
			Implement measures to revitalize human resources.	- Hold the Mirai-juku program (a series of seminars on future growth), Discuss other measures to be taken in the future at the Human Resources Subcommittee.	- Held the Mirai-juku program (a series of seminars on future growth), Discussed other measures to be taken in the future at the Human Resources Subcommittee.	B				Provide care to maintain the health of employees.	- Disclosed in a timely manner the quarterly summary of financial results to the Tokyo Stock Exchange, and published the summary on the Company's website without delay.	A	
		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]	- Since a serious occupational accident occurred, the Central Health and Safety Subcommittee examined the accident site, and raised employees' awareness to prevent the recurrence of such an accident, Members of the Central Health and Safety Subcommittee inspected factories and exchanged views with employees regarding occupational safety initiatives, Regularly provided safety education, [Target: Rate of lost-worktime injuries:1 ⇒ result:2.35]	C		Information disclosure	Properly disclose investor relations information.	Provide care to maintain the health of employees.	- Disclosed in a timely manner the quarterly summary of financial results to the Tokyo Stock Exchange, and published the summary on the Company's website without delay.	- Presented Suminoe Textile booths at various exhibitions, including JAPANTEX 2016 and the 83rd Tokyo International Gift Show, Actively communicated with institutional investors, with the aim of increasing their understanding of the Group's business and its results, although the number of dialogs with institutional investors was reduced due to our delay in announcing the financial results for the fiscal year ended May 2016, Actively disclosed information by posting IR meeting handouts on the website, in addition to disclosing legally required documents.	A
			- Carry out disaster drills. [Rate of plans implemented :100%]	- Carried out disaster drills. [Rate of plans implemented :100%]		A				Provide care to maintain the health of employees.	- Start preparation for implementing activities that have been determined to be carried out.	- As a future task, we will address issues regarding the CSR brand, Continued local contribution activities and environmental protection activities. Also, discussions are currently under way as to the guidelines (fields and concept) for social contribution to be implemented by the Suminoe Textile Group.	B