








CSR Targets / Plans and Results and GRI-G4 Targets

The ROHM Group pursues global CSR management based on ISO 26000 by identifying CSR Priority Issues and establishing initiative themes, targets, and plans in accordance with the standard. The ROHM Group also discloses indicators of performance based on the GRI-G4 categories.

CSR Priority Issues	ISO 26000 Core Subjects	Initiative Themes	FY 2015 Targets/Plans	FY 2015 Results	Evaluation	FY 2016 Targets/Plans	G4 Categories	Reported G4 Indicators (FY 2015 Results)	Scope of Indicators
1. Resolve social issues through innovative products		Accurately assessing customer needs and developing industry-leading products	<ul style="list-style-type: none"> Compile a collection of CSV case studies and apply them to Group companies Increase understanding of the importance of CSV by clarifying the relationship between social issues and employees' own work responsibilities through level-based training and other initiatives 	<ul style="list-style-type: none"> Identified 3 ECO areas as the CSR theme of the ROHM Group and applied it horizontally across the organization to all Japanese and overseas bases via distributed videos In addition, offered education and level-based training to Japanese and overseas affiliates 	★★★	<ul style="list-style-type: none"> Host a CSV workshop, compile ROHM CSV case studies from the perspectives of manufacturing, development, sales, and management, and work to share them with employees 	Products and Services (G4-EN27)	Development ratio of eco-friendly products among all developed products: 88%	ROHM
		Ensuring product quality	<ul style="list-style-type: none"> Carry out continuous quality improvement activities by further improving the design quality of new products and conducting a thorough analysis of quality issues 	<ul style="list-style-type: none"> Strengthened the new product design review system through thorough review Built a system to visualize quality across the entire company and implement the PDCA cycle to improve quality 	★★★	<ul style="list-style-type: none"> Improve the overall quality of products, people, and conduct by adopting an approach to work that emphasizes prevention 	Compliance (G4-PR9)	Number of fines or violations of the PL law: None Number of fines or violations of environmental laws: None	ROHM Group
2. Ensure a stable supply of high quality products		Maintaining and improving the BCM (Business Continuity Management) system to ensure stable supply	<ul style="list-style-type: none"> Complete a reevaluation of risks at major production bases Review the Business Continuity Plan (BCP) and promote awareness through education and training 	<ul style="list-style-type: none"> Identified key risks and took appropriate corrective actions Continued the review of the BCP 	★★★	<ul style="list-style-type: none"> Review the BCP and increase awareness through education and training 	Indirect Economic Impacts (G4-EC8)	Assuming that the adverse effects on customers and society due to shutdown or reduced production at production bases caused by natural disasters is an extremely important risk.	—
		Promoting diversity and creating a comfortable work environment	<ul style="list-style-type: none"> Put into place a human resources program that achieves work approach compatible with a diverse range of values Host seminars that enable support for employee life and expand employee benefit programs Take steps to encourage active exchanges and interactions among employees in a way that transcends organizational boundaries 	<ul style="list-style-type: none"> Hosted seminars on nutrition and carried out initiatives to encourage employees to take an interest in diet and health Held a number of companywide events for employees and their families to foster a greater sense of unity 	★★★	<ul style="list-style-type: none"> Develop a program and offer training for the promotion and advancement of women 	Employment (G4-LA3)	Return to work and retention rates after childbirth and/or parental leave: 88% return rate, 97% retention rate	ROHM
3. Develop a global workforce that can contribute to the international community		Developing human resources responsible for global businesses	<ul style="list-style-type: none"> Expand the scope of candidates for next-generation leadership workshops Find and train personnel using a universal grading system Find and train personnel worldwide through the expansion of recruitment activities abroad 	<ul style="list-style-type: none"> Implemented new training for manager-level employees and established a human resources training system linked to job position and grade Offered selective training for individual positions and enhanced the leadership program 	★★★	<ul style="list-style-type: none"> Expand the human resources training system established in FY 2015 to include non-management positions Consider implementing a long-term training program for carefully selected candidates consisting primarily of participants of past training programs 	Diversity and Equal Opportunity (G4-LA12)	Ratio of foreign personnel: 1.66%	ROHM
		Strengthening the CSR system	<ul style="list-style-type: none"> Perform EICC audits at six overseas production bases Compile a manual for EICC audits and work to increase the level of compliance throughout the Group 	<ul style="list-style-type: none"> Conducted EICC audits at six overseas production bases and found zero issues at three of them Compiled an EICC audit manual and applied it to affiliates 	★★★	<ul style="list-style-type: none"> Hold EICC audits at eight major domestic production bases 	—	More information on ROHM's management system, which is based on international standards, can be found on page 20.	ROHM
4. Make considerations for labor practices and thoroughly respect human rights in the value chain		Building a labor and ethics management system	<ul style="list-style-type: none"> Continue to expand the labor and ethics management system throughout the ROHM Group 	<ul style="list-style-type: none"> Continued implementation of the management system 	★★★	<ul style="list-style-type: none"> Continue to implement an appropriate management system 			
		Respecting human rights	<ul style="list-style-type: none"> Hold EICC audits at six major overseas production bases and work to further enhance respect for human rights 	<ul style="list-style-type: none"> Established a labor and ethics management system at six major overseas production bases Held EICC audits and implemented continuing improvements 	★★★	<ul style="list-style-type: none"> Build labor and ethics management systems at Group companies 	Supplier Human Rights Assessment (G4-HR10, 11)	FY 2015 CSR Procurement Self-Assessment Results (Aspect: Human Rights) Grade A: 104 companies; A-: 29 companies; B: 17 companies; C: 0 companies; D: 0 companies	ROHM Group business partners
		Establishing a safe work environment	<ul style="list-style-type: none"> Acquire OHSAS 18001 certification at major domestic and overseas production bases to help achieve the goal of eliminating occupational accidents Apply the new human resources and salary system to all employees 	<ul style="list-style-type: none"> Obtained third-party certification for domestic affiliates (ROHM Apollo, ROHM Wako, ROHM Logistec, LAPIS Semiconductor, LAPIS Semiconductor Miyazaki, LAPIS Semiconductor Miyagi) Received third-party certification for overseas affiliates (KOREA, REDA, RIST, REPI) Changed the human resources system for all full-time employees following discussions with the employee union 	★★★	<ul style="list-style-type: none"> Carry out cross-checks at major domestic and overseas production bases 	Security Practices (G4-HR7)	Percentage of security personnel trained on business-related human rights policies or procedures: 100%	Domestic production companies
							Occupational Health and Safety (G4-LA6, 7)	ROHM [Women, Men] Types of injury: Cuts, burns, injury rate: [0, 0.0000075]; Work-related illness rate: [0, 0]; Lost day rate: [0, 0.00009]; Absenteeism rate: [0.0103, 0.0083]; Work-related fatalities: [0, 0] Contractors (Men only) Types of injury: Cuts, injury rate: [0.0000175]; Work-related illness rate: [0]; Lost day rate: [0]; Absenteeism rate: [0.0063]; Work-related fatalities: [0] Workers engaged in hazardous work (435)	ROHM

Evaluation criteria ★★★: Achieved targets/plans ★★: Slight gap between targets/plans and achievements ★: Large gap between targets/plans and achievements

CSR Priority Issues	ISO 26000 Core Subjects	Initiative Themes	FY 2015 Targets/Plans	FY 2015 Results	Evaluation	FY 2016 Targets/Plans	G4 Categories	Reported G4 Indicators (FY 2015 Results)	Scope of Indicators
4. Make considerations for labor practices and thoroughly respect human rights in the value chain	 Fair Operating Practices	Promoting fair business activities based on the ROHM Group's Business Conduct Guidelines	<ul style="list-style-type: none"> Strengthening the compliance system <ul style="list-style-type: none"> Continue to provide level-based compliance education Continue implementing legal e-learning classes for employees Continue conducting compliance awareness activities during CSR Month 	<ul style="list-style-type: none"> Implemented level-based compliance training for everyone from new hires to managerial staff Carried out awareness-raising activities during CSR Month for the legal guidebook Verified employees' level of understanding on the intranet as part of activities to raise awareness of labor and ethical issues 	★★★	<ul style="list-style-type: none"> Continue to offer level-based compliance training Continue to raise awareness of conduct guidelines 	Anti-corruption (G4-SO4)	Translated ROHM Group Business Conduct Guidelines (including the anti-corruption policy) into seven languages and distributed them to all employees at all Group companies, including overseas. Raised awareness of the ROHM Group Business Conduct Guidelines, including policies on preventing corruption, as part of level-based compliance training (360 employees from the Head Office participated during FY 2015) For more information about ROHM's compliance hotline, see page 26.	ROHM Group
		Fair competition and trading	<ul style="list-style-type: none"> Expand CSR procurement and follow-up audits at all Group companies Begin conducting CSR procurement activities targeting outsourced processing partners Continue to conduct conflict mineral surveys Continue working to conclude Basic Purchase Agreements with over 98% of business partners while implementing countermeasures against obstructive factors Continue to carry out CSR procurement self-assessments Provide business partners with feedback about self-assessment results 	<ul style="list-style-type: none"> Carried out CSR procurement audits at all ROHM Group companies Conducted CSR procurement audits at outsourced processing partners Continued to investigate conflict minerals in order to achieve 100% CFS Held a CSR procurement briefing (at the Head Office) Continued to carry out CSR procurement self-assessments Provided business partners with feedback about self-assessment results 	★★★	<ul style="list-style-type: none"> Expand CSR procurement audits and follow-up audits to all Group companies Continue to carry out CSR procurement activities for outsourced processing partners Continue conducting conflict mineral surveys Continue to carry out CSR procurement self-assessments Provide business partners with feedback about self-assessment results Host CSR procurement briefings for Group companies 	Supplier Assessment for Impacts on Society (G4-SO9, 10) Supplier Human Rights Assessment (G4-HR10, 11) Supplier Assessment for Labor Practices (G4-LA14, 15)	FY 2015 CSR Procurement Self-Assessment Results (Aspect: Formulated Ethics & Crisis Management Systems) Grade A: 77 companies; A-: 33 companies; B: 28 companies; C: 8 companies; D: 4 companies FY 2015 CSR Procurement Self-Assessment Results (Aspect: Human Rights) Grade A: 104 companies; A-: 29 companies; B: 17 companies; C: 0 companies; D: 0 companies FY 2015 CSR Procurement Self-Assessment Results (Aspect: Labor Practices (Health and Safety)) Grade A: 136 companies; A-: 7 companies; B: 6 companies; C: 4 companies; D: 0 companies	ROHM Group business partners
5. Carry out business activities that protect the global environment	 The Environment	Deploying measures centered on medium-term targets for FY 2020	<ul style="list-style-type: none"> CO₂ countermeasures at each site <ul style="list-style-type: none"> Reduce CO₂ emissions by 1% from the predicted value based on the 2015 production volume Reduce CO₂ emissions per unit by 1% from FY 2014 levels in FY 2015 Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the predicted value based on the 2015 production volume CO₂ countermeasures through the value chain <ul style="list-style-type: none"> Formulate an operational model for greenhouse gases based on the Scope 3 standard and expand the number of categories disclosed Increase the ratio of eco-friendly products among developed products to 75% in FY 2015 Reducing environmental pollutants <ul style="list-style-type: none"> Maintain the 2014 results of PRTR substances handled per unit Reduce VOC emissions by 1% from the predicted value based on the 2015 production volume Effective use of resources <ul style="list-style-type: none"> Maintain the 2014 results of waste emissions per unit at overseas consolidated companies Reduce water consumption by 1% from the predicted value based on the 2015 production volume Maintain zero emissions at domestic consolidated companies as well as the 2014 results of waste emissions per unit Exhaustive chemical substance management in line with green procurement guidelines <ul style="list-style-type: none"> Issue and ensure thorough implementation of new guidelines at all Group companies 	<ul style="list-style-type: none"> Reduced CO₂ emissions by 7.3% from the predicted value based on FY 2015 production volume CO₂ emissions per unit rose by 0.2% in FY 2015 from the FY 2014 level. Reduced greenhouse gases (i.e., PFCs and SF6) by 22.7% from the predicted value based on FY 2015 production volume Formulated an operational model for greenhouse gases based on the Scope 3 standard and disclosed six categories (FY 2014: disclosed six categories) Increased the ratio of eco-friendly products among developed products to 88% Reduced the PRTR substances handled per unit by 12.7% from the 2014 level Decreased VOC emissions by 15.7% from the predicted value based on the FY 2015 production volume Reduced waste emissions per unit at overseas consolidated companies by 0.6% from the FY 2014 value Decreased water consumption by 5.8% from the predicted value based on the FY 2015 production volume Maintained zero emissions at domestic consolidated companies and reduced waste emissions per unit by 4.2% from the FY 2014 value Issued the second edition of the ROHM Group CSR Procurement Guidelines Carried out a revised self-assessment for CSR procurement 	★★ 	<ul style="list-style-type: none"> Reduce CO₂ emissions by 1% from the predicted value based on the 2016 production volume Reduce CO₂ emissions per unit by 1% from FY 2015 levels in FY 2016 Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the predicted value based on the 2016 production volume Formulate an operational model for greenhouse gases based on the Scope 3 standard and expand the number of categories disclosed Achieve a ratio of eco-friendly products among developed products of 80% in FY 2016 Maintain the 2015 results of PRTR substances handled per unit Reduce VOC emissions by 0.5% from the predicted value based on the 2016 production volume Maintain the 2015 results of waste emissions per unit at overseas consolidated companies Reduce water consumption by 0.5% from the predicted value based on the 2016 production volume Maintain zero emissions at domestic consolidated companies Ensure thorough implementation at all Group companies 	Energy and Emissions (G4-EN5, 15, 16, 17, 18, 20, 21) 	Scope 1 CO ₂ emissions: 42,904 t-CO ₂ Scope 2 CO ₂ emissions: 515,535 t-CO ₂ Scope 3 CO ₂ emissions: 408,551 t-CO ₂ (Category 1, 3, 4, 5, 6, 7) Scope 1 and 2 emissions per unit: 0.509 (t-CO ₂ /million yen) 2015 PFC gas emissions (GWP-t): 95,879 t-CO ₂	ROHM Group
					★★		Supplier Environmental Assessment (G4-EN32, 33)	FY 2015 CSR Procurement Self-assessment Results (Environment) Grade A: 131 companies; A-: 9 companies; B: 4 companies; C: 4 companies; D: 1 company	ROHM Group business partners
					★★★		Effluents and Waste (G4-EN23)	2015 domestic waste emissions: 6,734t 2015 overseas waste emissions: 5,652t	ROHM Group
					★★★		Water (G4-EN8)	2015 total water withdrawal: 9,915,000 m ³	ROHM Group
					★★★		Energy (G4-EN3)	2015 energy consumed: 1,363,797 MWh; CO ₂ emissions from energy consumption: 558,419 t-CO ₂	ROHM Group
					★★★		Supplier Environmental Assessment (G4-EN32, 33)	FY 2015 CSR Procurement Self-Assessment Results (Environment) Grade A: 131 companies; A-: 9 companies; B: 4 companies; C: 4 companies; D: 1 company;	ROHM Group business partners
6. Contribute to local communities through business activities	 Community Involvement and Development	Contributing to the growth and well-being of society as a good corporate citizen	<ul style="list-style-type: none"> Contributions to develop and expand music culture <ul style="list-style-type: none"> Continue to support music culture Suitable donations and support initiatives that respond to a broad range of social needs <ul style="list-style-type: none"> Continue to provide donations and sponsorships in a timely and appropriate manner based on social need Activities that meet the needs of local communities <ul style="list-style-type: none"> Continue to support local communities and provide a forum for industry-government-university collaboration Revise the manufacturing education curriculum and provide materials of interest to students Carry out community-oriented social contribution activities (such as active volunteering) 	<ul style="list-style-type: none"> Co-sponsored numerous concerts, including some performed by the Kyoto Symphony Orchestra in Kyoto Received the Musical World Award at the 2015 Japan Mecenat Awards for sponsoring the Kyoto International Music Students Festival Supported the Seiji Ozawa Music Academy (a project for nurturing young musicians) including the "Opera for Children," (as part of the same project) targeting elementary school children Supported ROHM Music Foundation activities Provided donations and sponsorships totaling 175.8 million yen in FY 2015 Offered manufacturing and environmental studies classes for elementary school students while improving educational content Held employee-taught classes for high school students and university students (totaling more than 1,900 students) Supported the Great East Japan Earthquake recovery efforts through the Arigato-Bon program (donated over 20,000 books in total as of May 2016) 	★★★ 	<ul style="list-style-type: none"> Continue to support music culture Continue to provide donations and sponsorships in a timely and appropriate manner based on social need Continue to support local communities and provide a forum for industry-government-university collaboration Revise the manufacturing education curriculum and provide materials of interest to students Carry out community-oriented social contribution activities (such as active volunteering) 	Local Communities (G4-SO1)	Supported a comprehensive redevelopment with the City of Kyoto of the Kyoto Kaikan, an historic cultural institution beloved by residents for over 50 years located in the Okazaki district of the city's Sakyo Ward, a world-class cultural and exchange area. In FY 2014 ROHM acquired the naming rights for the next 50 years for 5,250 million yen, which was earmarked for renovating the facility in order to better meet user needs. Supported the grand reopening of the theatre, which included a ceremony and special performances, on January 10, 2016 Ratio of initiatives carried out to meet demands from local communities including manufacturing classes and factory tours: 100%	ROHM and local communities ROHM Group
					★★★				
					★★★				

Evaluation criteria ★★★: Achieved targets/plans ★★: Slight gap between targets/plans and achievements ★: Large gap between targets/plans and achievements