

## Table of Contents

About This Document .....	1	(4) Human Resources Training .....	44
Disclaimer .....	1	(5) Employee Benefits and Welfare.....	45
Hitachi Metals Corporate Creed.....	2	(6) Life Plan Support .....	45
Corporate Philosophy .....	2	(7) Composition of Employees .....	46
Hitachi Metals Group Code of Conduct .....	3	<b>4. Responsibility to Shareholders and Investors</b>	
I. Message from the Management .....	7	.....	47
II. About the Hitachi Metals Group .....	8	(1) Shares and Shareholders .....	47
<b>1. Corporate Profile</b> .....	8	(2) Basic Policy on Profit Allocation.....	47
<b>2. Consolidated Operating Performance</b> .....	8	(3) Information Disclosure and IR Activities.....	47
<b>3. Business Bases</b> .....	8	VI. Report on Environmental Aspects .....	48
<b>4. Business Domains and Major Product</b>		<b>1. Environmental management</b> .....	48
<b>Applications</b> .....	9	(1) The Hitachi Group's Environmental Vision.....	48
III. Corporate Governance .....	10	(2) Hitachi Metals Group Basic Environmental	
<b>1. Basic Approach</b> .....	10	Protection Policies .....	49
<b>2. Overview of the Corporate Governance</b>		(3) The Hitachi Metals Group's Environmental	
<b>Structure</b> .....	10	Management Promotion Structure .....	50
<b>3. Internal Control System</b> .....	19	(4) Fiscal 2019–Fiscal 2021 Medium-Term Environmental	
<b>4. Basic Approach and Development Status</b>		Action Plan and Fiscal 2019 Results .....	51
<b>Regarding Elimination of Antisocial Forces</b> .....	20	(5) Environmental Accounting .....	52
IV. CSR Management .....	21	(6) Integrated Environmental Management System	
<b>1. CSR Activities at the Hitachi Metals Group</b> ..	21	(Integrated EMS <sup>*1</sup> ).....	53
(1) Guidelines for CSR Activities .....	21	(7) Environmental Auditing .....	53
(2) Hitachi Metals Group Stakeholders .....	22	(8) Environmental Education and Awareness	
(3) System for Promoting CSR .....	22	Promotion .....	53
(4) CSR Activity Results and Plans .....	22	(9) Environmental Management Level “GREEN21-	
(5) Economic Performance .....	26	2021” Activities .....	54
<b>2. Compliance</b> .....	27	(10) The State of External Communications about the	
(1) Basic Approach .....	27	Environment .....	55
(2) Compliance Education Activities.....	27	(11) Consideration for the Preservation of Biodiversity	
(3) Compliance Audits.....	28	.....	56
(4) Export Controls.....	29	<b>2. Environmental Consideration in Products</b> ....	57
<b>3. Information Protection and Management</b> .....	30	(1) Environmentally Conscious Vision in Products and	
(1) Basic Approach .....	30	Services.....	57
(2) Promotion Organization.....	31	(2) Expansion of Key Environmentally Conscious	
(3) Information System Security Measures.....	31	Products .....	59
(4) Employee Education .....	32	(3) The Hitachi Metals Group's Environment- and	
(5) Self-audit .....	32	Energy-related Products .....	60
(6) Protection and Respect for Intellectual Property ..	33	<b>3. Environmental Consideration in Manufacturing</b>	
<b>4. Respect for Human Rights and Compliance</b>		.....	64
<b>with International Norms</b> .....	33	(1) Material Balance .....	65
V. Report on social aspects .....	34	(2) Climate Change Prevention.....	66
<b>1. Together with Our Suppliers</b> .....	34	(3) Effective Use of Resources .....	68
(1) Basic Policy of CSR Procurement.....	34	(4) Chemical Substance Management.....	71
(2) Response to Globalization.....	36	(5) Eco-Factory Case Study.....	75
<b>2. In Cooperation with Society and the Local</b>		(6) Site Data .....	79
<b>Community</b> .....	37		
(1) Basic Approach .....	37		
(2) Our Social Contribution Activities in Fiscal 2019 ..	37		
<b>3. Responsibility to Employees</b> .....	42		
(1) Labor and Management Relations .....	42		
(2) Promoting Diversity .....	42		
(3) Occupational Health and Safety .....	44		