

Promoting CSR at the OKI Group

"The people of OKI, true to the company's enterprising spirit, are committed to creating superior network solutions and providing excellent information and communications services globally to meet the diversified needs of communities worldwide in the information age." Guided by this corporate philosophy, OKI actively conducts a variety of activities to fulfill its corporate social responsibilities, which include not only complying with all applicable laws and regulations but also implementing sound business activities consistent with social norms.

Consolidating CSR-related Divisions

The OKI Group established the CSR Promotion Division, an organization dedicated to the fulfillment of its corporate responsibilities, in October 2004. At the same time, the group defined six priority themes to be pursued in cooperation with all relevant business units. In October 2005, the group established the OKI Group Charter of Corporate Conduct (see Page 2) based on these priority themes. The charter describes the social responsibilities the OKI Group has to fulfill based on its corporate philosophy.

In order to further pursue its CSR initiatives, the group consolidated the existing CSR Promotion Division, Global Environment Division and Philanthropy Office to create CSR Division and Global Environment Office of CSR Division. The purpose of this consolidation is to integrate the departments corresponding to three of our seven priority themes ("full compliance with laws and regulations," "consideration for the environment" and "social contribution") into one as CSR Division, and thus facilitate information sharing within the group and improve the efficiency of CSR-related activities.

CSR Priority Themes and Focal Points for Fiscal 2008

CSR Priority Theme	Focal Points for Fiscal 2008
<ul style="list-style-type: none"> Full Compliance with Laws and Regulations 	<ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of compliance education for the group
<ul style="list-style-type: none"> Information Security 	<ul style="list-style-type: none"> Further promotion of information security by rolling out security measures to procurement departments and suppliers Monitoring of how the information security measures have been implemented and established
<ul style="list-style-type: none"> Improvement of Customer Satisfaction 	<ul style="list-style-type: none"> Facilitation of information sharing within the group for preventing product accidents Review quality education based on changes in demand Expansion of application range of universal design technique
<ul style="list-style-type: none"> Good Communication with Shareholders and Investors 	<ul style="list-style-type: none"> Promotion of information provision to institutional investors
<ul style="list-style-type: none"> Respect for Employees 	<ul style="list-style-type: none"> Recruitment and training of diverse human resources Dissemination and monitoring of the supports for the development of the next generation Promotion of work-life balance Promotion of the mental and physical health of employees
<ul style="list-style-type: none"> Consideration for the Environment 	<ul style="list-style-type: none"> Promotion of the prevention of global warming Making our products more environmentally-friendly Promotion of environmental management contributing to business Improvement and streamlining of environmental management Improvement and enhancement of internal environmental audits
<ul style="list-style-type: none"> Social Contribution 	<ul style="list-style-type: none"> Resumption of financial assistance to the NPO that sends used clothes to refugee camps Enhancement of activities to contribute to local communities Promotion of collaboration with local municipal governments and NPOs

History of OKI's CSR Promotion Activities

Fiscal Year	Main Activity
2002	Enacted OKI Code of Conduct
2004	Established the Compliance Committee
	Established Compliance and Business Ethics Division
	Established CSR Promotion Division
2005	Enacted the OKI Group Charter of Corporate Conduct
2007	Established the CSR Committee
	Enacted the OKI Group Code of Conduct
	Consolidated CSR Promotion Division and Compliance and Business Ethics Division into one as CSR Promotion Division
2008	Established CSR Division and Global Environment Office

Dissemination of the OKI Group Code of Conduct

In August 2007, OKI enacted the OKI Group Code of Conduct, a code of conduct with which all executives and employees of the member companies of the OKI Group must comply. It was written using globally accepted terms and expressions so that it can be shared across the entire group including overseas subsidiaries. Since this code of conduct is useful as the basis of internal control, the boards of directors of all group companies inside and outside Japan have decided the adoption thereof at their meetings.



Booklets featuring the Charter of Corporate Conduct and the Code of Conduct in four languages

In order to disseminate this code of conduct throughout the group, we published a booklet featuring the full text of the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct with explanatory notes in four languages (Japanese, English, Chinese and Thai). Copies of the booklet were distributed to all applicable employees.

In May 2008, all member companies of the OKI Group in Japan conducted a self-check of their efforts regarding each item of the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct. It was carried out also as a follow-up of a similar survey conducted at the end of fiscal 2005 soon after the enactment of the the OKI Group Charter of Corporate Conduct. The results of this self-check survey were later fed back to the group companies to share the same CSR awareness.

The OKI Group will continue to carry out business activities in good faith, strengthen the relationships with its stakeholders, and fulfill its corporate social responsibilities and thus improve its corporate value.