

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.

System to Promote CSR

In October 2004, the OKI Group established the CSR Promotion Division. At the same time, the group defined six priority themes to be pursued and launched its CSR initiative. The group's CSR activities are currently being promoted, according to the basic policies determined by the CSR Committee, by the CSR Division in cooperation with other relevant business units under the seven priority themes described in the following table.

In order to cohesively promote its CSR initiatives based on the corporate philosophy, we enacted the OKI Group Charter of Corporate Conduct as a statement of values to be shared by all member companies of the group in October 2005. Furthermore, we enacted the OKI Group Code of Conduct, a code of conduct with which all executives and employees of the member companies of the group must comply, in August 2007. It was written using globally accepted terms and expressions so that it can be shared across the entire group including overseas subsidiaries. The boards of directors of all group companies inside and outside Japan decided the adoption of the code at their meetings.

In order to disseminate the charter and code 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. We also offer an e-learning program called "the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct" on our intranet in Japan. It is an

educational program, as well as a tool to facilitate the understanding and dissemination thereof, that is accessible to all relevant employees whenever they want it.

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.

Participation in the United Nations Global Compact

OKI, under a Board of Directors resolution in April 2010, announced its participation in the United Nations Global Compact, with its registration on May 11.

The UN Global Compact is a CSR initiative proposed by then-UN Secretary-General Kofi Annan at the World Economic Forum meeting in January 1999. The participating organizations are asked to make autonomous efforts based on the Global Compact's ten principles in the areas of human rights, labor, environment, and anti-corruption.

The OKI Group regards its participation in the UN Global Compact as a perfect opportunity to further enhance its CSR activities while accurately understanding its social responsibilities to be fulfilled through its global business activities.



CSR Priority Themes and Focal Points for Fiscal 2009

CSR Priority Theme	Focal Points for Fiscal 2009
Full Compliance with Laws and Regulations	<ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of measures against each registered risk as well as monitoring
Information Security	<ul style="list-style-type: none"> "Visualization" of how the information security measures have been entrenched in suppliers Continuation of the monitoring of how the information security measures have been implemented and established
Improvement of Customer Satisfaction	<ul style="list-style-type: none"> Continuation of the improvement of education on quality (focusing on educational programs for mid-level engineers) Expansion of the application range of universal design technique
Good Communication with Shareholders and Investors	<ul style="list-style-type: none"> Promotion of information provision to institutional investors through investor briefings and other opportunities
Respect for Employees	<ul style="list-style-type: none"> Recruitment and training of diverse human resources Entrenchment of the supports for the development of the next generation Promotion of work-life balance Promotion of the mental and physical health of employees
Social Contribution	<ul style="list-style-type: none"> Examination of possibilities for more stable operation of the OKI 100 Yen Fund of Love Enhancement of activities contributing to local communities in Japan and overseas
Consideration for the Environment	<ul style="list-style-type: none"> Enhancement of measures for preventing global warming Creation of energy-saving products Promotion and improvement of the system to control chemical substances in products Improvement of environmental management Enhancement of environmental compliance

The Ten Principles of the UN Global Compact

Human Rights:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

Labor:

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labor;
Principle 5: the effective abolition of child labor; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment:

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption:

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.