

Promoting CSR at the OKI Group

"The people of OKI, true to the company's enterprising sprit, 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.

CSR Promotion Division and CSR Committee

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 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 and the Compliance and Business Ethics Division to create the new CSR Promotion Division in April 2007. It was followed by the establishment of the CSR Committee in June. During its first meeting, the members of the committee decided to further promote compliance, and defined full compliance with laws and regulations as the basis of all CSR-related activities, and we have positioned this as the foundation of our CSR activities overall. and added a new priority theme, "information security."

OKI Group Code of Conduct

In August 30, 2007, OKI's Board of Directors decided on establishing 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. Based on the OKI Code of Conduct enacted in 2002, the OKI Group Code of Conduct also specifies the social responsibilities required in the global business environment. It was written using globally-accepted terms and expressions so that all employees of the OKI Group, including those working at its overseas subsidiaries, can easily understand.

Since the code of conduct is useful as the basis of internal control, the boards of directors of 120 group companies decided the adoption thereof at their meetings by March 2008.

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 group companies when their board meetings were held. In order to help Japanese employees comply with each item of the code of conduct in their day-to-day work, OKI posted specific actions to be taken according to Japanese law on its intranet.

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.



Booklet featuring the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct (Japanese version)

» CSR Priority Themes and Focal Points for the fiscal year ended March 2008

CSR Priority Themes	Pages	Focal Points for the fiscal year ended March 2008
● Full Compliance with Laws and Regulations	20 ~ 21	<ul style="list-style-type: none"> ● Continue to steadily promote risk management ● Review assessment and enhance monitoring of each risk
● Information Security	22 ~ 23	<ul style="list-style-type: none"> ● Establish information security as a new CSR priority and strengthen related measures ● Enhance group-level management through the establishment of the Information Security Committee
● Improvement of Customer Satisfaction	24 ~ 25	<ul style="list-style-type: none"> ● Establish quality incident response rules at each group company ● Promote initiatives to more fully inform customers of our quality assurance and product safety activities ● Expand application of universal design techniques
● Good Communication with Shareholders and Investors	26	<ul style="list-style-type: none"> ● Enhance IR events for Japanese institutional investors (business seminars, factory tours, etc.)
● Respect for Employees	27 ~ 29	<ul style="list-style-type: none"> ● Recruitment and training of diverse human resources ● Create an environment for supporting the development of the next generation ● Strengthen safety training at production sites ● Extend mental health initiatives to group companies
● Consideration for the Environment	30 ~ 31	<ul style="list-style-type: none"> ● Reliable conformance with environmental regulations for products on a global scale ● Reduction of greenhouse gases through energy conservation in business activities and other measures ● Reduction of greenhouse gasses through less power consumption by our products ● Expansion of the scope of consolidated environmental ISO certification to overseas manufacturing sites
● Social Contribution	32 ~ 34	<ul style="list-style-type: none"> ● Reaffirm distinctively OKI social contribution and extend that awareness to the group ● Reinforce communication to employees related to volunteer activities