

Communication on Progress

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1. Introduction

As a business concern supporting and participating in the United Nations Global Compact, our company promised to support the ten principles on human rights, labor standards, environment and prevention of corruption, and took actions in line with the promise. With this document, we wish to report actions we have taken to support the ten principles and results thereof. We also hereby declare that we will make the most use of the results in implementing further actions from now on.

Tamron Co., Ltd.



Morio Ono
President & CEO

2. Report – Actions Taken, Implementation Processes and Performance

In line with the ten principles as stated in the table below, we hereby report 1) Actions taken and implementation processes, 2) Performance, 3) Further performance expected, and 4) Relevant page(s) in our CSR Reports. For relevant information, please refer to relevant pages of our CSR Reports.

*As for 1) Actions taken and implementation processes, we classify corresponding activities in line with (1) Commitment and (2) System as shown in your Practical Guide to Communication on Progress.

Principle	1) Actions taken, implementation processes	2) Performance	3) Further performance expected	4) Relevant page in our CSR Report
<p>Principle 1: Business should support and respect the protection of internationally proclaimed human rights</p>	<p>(1)Commitment “As members of society, we at Tamron respect human rights and establish and support good society” (Good citizens) (Quoted from our Action Declaration: Employees’ viewpoint</p> <p>(2)System In our CSR Policy, Action Declaration and Action Code, we stipulate supporting and respecting human rights as the norm of all of us working at Tamron. We instituted Tamron Supplier Code of Conduct as a platform of our procurement policies. The Code of Conduct lays it down that “our company will make it our basic policy to comply with all applicable laws, regulations and ordinances of respective countries and regions where we deploy our business operations, for faithfully conducting ethical business activities.”</p>	<p>We could promote the awareness of the importance of respecting human rights among our employees by clearly stating it in our policy platform as stated left.</p>	<p>Motivation for stronger awareness</p>	<p>CSR Action Declaration: CSR Report 2008, Pages 2, 11</p>
<p>Principle 2: Business should ensure that they are not complicit in human rights abuses</p>	<p>(1)Commitment “We at Tamron will always work on maintaining sound working environment and respecting human rights of all people, and will not conduct any deed that may lead to discrimination.” (From II-17 of the Compliance Regulations of our company)</p> <p>(Respect of Human Rights, Prohibition of Discrimination) (i)We will not conduct any deed that may lead to unreasonable discrimination because of birth, nationality, race, ethnic group,</p>	<p>Trouble related to abuse of human rights, discrimination and sexual harassment: Zero</p>	<p>Same as left</p>	<p>CSR procurement*: CSR Report 2009, Page 10</p>

Principle	1) Actions taken, implementation processes	2) Performance	3) Further performance expected	4) Relevant page in our CSR Report
	<p>confession, religion, gender, age, various physical disabilities, hobby, educational background and so on.</p> <p>(ii) We will not conduct any deed that may lead to the abuse of human rights, including forced labor with violence, scorching, slandering, calumny or coercion.</p> <p>(Sexual Harassment)</p> <p>(i) We will not conduct any sexual harassment or any deed that could be misconstrued by other people as sexual harassment.</p> <p>(ii) We will not conduct any sexual act or behavior that make other people uncomfortable, and will caution other people not to conduct any such deed.</p> <p>(2) System We are exerting ourselves in line with the Compliance Regulations of our company.</p>			*Our company calls on our business partners to work on the protection of human rights.
<p>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>(1) Commitment “The labor union of our company shall aim at conducting activities and operations that are necessary to attain its objectives through solidarity and cooperation of its members.”(From “Objective” of the labor union bylaw.</p> <p>(2) System Our employees formed labor unions based on the Tamron Labor Union Bylaw, and free collective bargaining is done between labor and management.</p>	There was no trouble on labor issues between labor and management.	Same as left	CSR procurement: CSR Report, Page 10

Principle	1) Actions taken, implementation processes	2) Performance	3) Further performance expected	4) Relevant page in our CSR Report
<p>Principle 4: Business should support the elimination of all forms of forced and compulsory labour</p>	<p>(1) Commitment (Compliance with labor-related laws and regulations) “Our company will comply with labor-related laws and regulations in order to maintain sound workplaces where employees are comfortable to work.”(From II-21 of the Compliance Regulations)</p> <p>(i) Our company thoroughly administers working days and business hours so that labor by our employees is confined in the scope stipulated by Labor Standards Law.</p> <p>(ii) Our company cautions all employees against forcing subordinates work excessively or engage in forced overtime work.</p> <p>(iii) All managerial employees of our company are suggested to always pay attention to the mental and physical health conditions of their subordinates.</p> <p>(2) System All employees at our company are engaging in business operations in accordance with the Compliance Regulations and Safety and Health Regulations of our company.</p>	<p>Number of forced labor cases: Zero</p>	<p>Same as left</p>	<p>CSR procurement: CSR Report 21009, Page 10</p>
<p>Principle 5: Business should support the effective abolition of child labour</p>	<p>(1) Commitment “Our company will not employ persons under full 15 years of age.” (From II-4 of the Rules of Employment of our company)</p> <p>(2) System All business operations at our company are performed in accordance with the Rules of Employment of our company.</p>	<p>Number of child labor cases: Zero</p>	<p>Same as left</p>	<p>CSR procurement: CSR Report 2009, Page 10</p>

Principle	1) Actions taken, implementation processes	2) Performance	3) Further performance expected	4) Relevant page in our CSR Report
<p>Principle 6: Business should support the elimination of discrimination in respect of employment and occupation</p>	<p>(1) Commitment “We will not conduct any deed that may lead to unreasonable discrimination because of birth, nationality, race, ethnic group, confession, religion, gender, age, various physical disabilities, hobby, educational background and so on.” (From II-17 of the Compliance Regulations of our company)</p> <p>(2) System Our company advocates equality in employment and sets our target ratios of employment of handicapped persons and female managers, and we are deploying business operations aimed at establishing workplaces valuing diversity:</p> <p>All of us working at Tamron are deploying business operations in line with the regulations prohibiting sexual harassment and a personnel rating system designed to assess capabilities of employees irrespective of gender.</p> <p>Also, our company has contact offices for accepting and responding to requests for consultancy on personal affairs, and persons in charge at the offices listen to personnel-related issues for improvements.</p>	<p>Targets are attained as of June 2009.</p>	<p>Continuous achievement of the targets, management and improvements with added indicators</p>	<p>CSR Report 2009, Page 9</p>

Principle	1) Actions taken, implementation processes	2) Performance	3) Further performance expected	4) Relevant page in our CSR Report
Principle 7: Business should support a precautionary approach to environmental challenges	(1) Commitment In our Company-wide Environment Management Policy, we address the following five actions as preventive measures against environment contamination: (i) Promoting zero emissions standards, (ii) Reducing CO2 emissions, (iii) Promoting DfE (Designs for Environment) (including elimination of harmful substances), (iv) Promoting CSR procurement, and (v) Conservation of biodiversity.	Environmental contamination accident in 2008: Zero Harmful chemical substance discharge accident: Zero	Continuous environment contamination zero accident performance by periodically implementing environment impact assessment and preventing environmental pollution.	CSR Report 2009, Pages 15 – 21
Principle 8: Business should undertake initiatives to promote greater environmental responsibility	(2) System b) Program Our company set the 3 rd environmental objectives and targets (for a three-year period from 2007 through 2009): (i) Integrated management systems for environment and quality; (ii) Reduction of waste; (iii) Reduction of CO2 emissions; (iv) Promotion of DfE (“Designs for Environment”) (Product development based on the DfE concept); (v) Adequate administration of chemical substances; (vi) Prevention of environment pollution.	We integrated our domestic management systems for grasping environmental load as a whole and promoting reduction of the load.	Model activities will be taken in expanded area with the integrated system	
Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies	c) Management system All business operations at our company are conducted in line with our original management system integrating ISO14001 and ISO9001 and by rotating the PDCA (Plan-Do-Check-Action) cycle.	Attained targets for DfE-based products: For lighter weight: Reduced by 4.9% For more compactness: Reduced by 4.0% For easier disassembly: Disassembly difficulty reduced by 5.0%	Products using recycled resin materials are under development.	CSR Report 2009, Page 8

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<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>(1) Commitment (Regulations regarding acts of endowment and political contribution)</p> <ul style="list-style-type: none"> (i) In conducting acts of endowment to various bodies or making political contribution, our company respects Public Offices Election Law, Political Contribution Regulation Law and other related laws and regulations, conducting such acts in legitimate methods. (ii) Our company strictly refrains from acts that may be misconstrued as collusion with politicians or public administration offices, not to mention of bribe-giving, profit sharing and illegal political contribution, and is committed to establishing sound and transparent relationships. <p>(Severing relationships with anti-social forces)</p> <ul style="list-style-type: none"> (i) Our company takes a stringent and resolute posture against all anti-social forces, and will not be involved with such forces. Whenever our company receives any unjustified demand from any anti-social force, we will take a consistently firm line on such demand, and will never seek settlement by paying money or by way of other similar means. (ii) Our company will not use any anti-social force to seek benefit or interest of our company or people working at our company. (iii) Our company will not conduct any business transaction with suppliers, vendors or buyers who are anti-social forces or who have connections with anti-social forces. <p>In addition, our company regulations stipulate compliance with the Antimonopoly Law, adequate transactions with suppliers and customers, observation of the Subcontractor Protection Law, prevention of unfair competition and prohibition of bribe-giving to civil officers of foreign countries. (From II-3, 4, 9-13 of the Compliance Regulations of our company)</p> <p>(2) System All of us working at our company are deploying business operations in line with the Compliance Regulations and the Antisocial Group Elimination Regulations of our company.</p>	<p>There was no issue related to moral corruption.</p>	<p>Moral corruption incidence: Zero (We will continue to check moral corruption through self-assessment, by involving our business partners as well)</p>	<p>—</p>