

## Activity Report 2005

### 1. Activities concerning Human Rights

- Improved the working environment and conditions in consultation with employees and their representatives, so that the employees can regard their tasks worthwhile and perform them proactively. More specifically, a specialist course has been newly established to allow the employees to have multiple career courses, and the discretionary labor system has been introduced that measures employee performance not by required time, but the quality of output, realizing a wider range of individual discretion in performing work.
- Ensured that discrimination in recruitment is eliminated in terms of nationality, gender, and educational background, and educated our recruitment interviewers.
- Established the Personal Information Protection Policy, and disseminated inside and outside of the Company via our website the information on processes to make an inquiry, to request disclosure, correction, discontinuation of use, etc. of the personal information that we hold.
- Contributed to improving awareness and understanding of human rights by making donation to support the student symposium held at the United Nations Pavilion at the Expo 2005 Aichi, Japan.
- Introduced a field-oriented approach into the CSR activities by organizing the CSR committee consisting of staff from each department, in order to improve the compliance environment of inside and outside the Company.

### 2. Activities concerning Labor Standards

- Revised the system for attendance management and held a briefing session to explain it to all employees so that the risk of occurrence of “unpaid overtime work” is prevented.
- Interviewed all employees to provide individual counseling and respond to the problem if necessary, while valuing fairness and increasing transparency to the extent possible in dealing with employees in terms of the treatment and working conditions.

- Further enhanced the current rules related to care for a child and other family member. More specifically, the revisions are to allow the extension of maternity leave period (from maximum 12 months to maximum 18 months), to limit overtime and late-night work, and to newly introduce a paid leave to care a sick child.

### 3. Activities concerning Environment

- Established the Institute for Sustainable Economies in July in order to substantially integrate sustainability and economy, and thereby further promote an environmentally-friendly community through the Institute's activities of creating sustainable agriculture, forestry and fisheries, and providing consulting to revitalize local community.
- Took a global approach and carried out a training session at the Institute for Sustainable Economies to agriculture representatives from Senegal with the subject of establishing sustainability of agriculture, forestry and fisheries.
- Participate in the management of a biogas power plant that utilize biogas, a sustainable energy source, and conduct experimental studies to shape an ideal energy policy for the future. Constructed the Kyo-tango renewable resource plant in August and try to achieve its stable operation.
- Further increased the sales in the following businesses that provide preventive approaches to environmental problems for our clients, and contribute to the reduction of environmental burdens in the community:
  - + risk diagnostic service
  - + training service for the persons in charge of waste management
  - + FSC forest management certification
- Accept collage students for internship opportunities in a positive manner to contribute to improving their motivation to work in the field of environment.
- Have constantly provided recycle-related information through our monthly FAX delivery service to 2,100 people (as of March 2006) including persons in charge of waste management, with the purpose of raising environmental awareness.

#### 4. Activities concerning Anticorruption

- Continuously conduct internal audit and compliance audit to increase awareness of anticorruption.
- Teach and increase awareness of correct knowledge of relevant regulations and points to consider in operating them through new employee training programs, education to prevent insider trading from occurrence, and CSR activities.