

Activity Report for FY2006

(1) Human Rights

- Established the Sexual Harassment Prevention Policy, declared that the Corporation does not allow sexual harassment as an enterprise, showed examples of words and actions that fall under sexual harassment, and notified employees of a contact where they can seek advice.
- Improved the short-time working system for child-care so that employees with young children can use the system more easily. Specifically, the available period is extended until the end of the first term of the first grade of elementary school of a child, and the restrictions on working style is relaxed.
- Responded individually to employees with emotional problems by means of suspension from work, shortening of working hours and so on, and introduced a return-to-work program depending on the individual.
- Set up an employee loan program that employees can use when they need to obtain a large sum of money temporarily due to illness, disaster, family circumstance and so on.
- Procured employee life insurance and accident insurance, in addition to ordinary workers accident compensation insurance. As a result, the Corporation can now provide prescribed compensation to assist families in case of unlikely events, or provide better compensation in case of accidents at work.
- Declared that the Corporation will not respond to unreasonable demands from anti-social forces (gangsters, etc.), developed a manual for responding to such cases, and distributed it to employees to educate them.

(2) Work

- Opened the “Amita School” where officers and employees can pass their specialties, work-related knowledge and views on work to younger employees. In the first year, a total of 18 self-study courses on professional knowledge, accounting know-how and PC skills were made available.
- Set up a “Creation Project” to help employees marshal their thoughts. A variety of proposals were presented, ranging from small ideas to business plans, and a total of 106 entries were received. After screening the documents and holding a presentation forum, funding was given to 8 proposals.
- Compiled a list of qualifications held by employees (regardless of whether related to business), to encourage self-study and to make their strengths more visible.
- Started and continuously held “Company Meetings” at which representatives of

employees and the management talk about improving the workplace for employees.

(3) The Environment

- Started the MSC Fishery Authentication Project for the first time in Asia, in addition to the FSC Authentication Project that authenticates sustainable forest management. This system authenticates “sustainable and properly controlled fishery” in order to curb the global depletion of fishery resources caused by indiscriminate fishing.
- Provided training and correspondence education to impart correct knowledge to persons engaging in waste control in order to prevent environmental problems.
- Planned a practical event for environmental education, proposed it to customers, and held a field workshop for 4 days for high-school students in the four prefectures of Shikoku.
- Was commissioned to conduct the “New Method Study Project for Promoting Familiarization of 3R Products” from the Ministry of Economy, Trade and Industry, and held a design contest for eco-bags made of recycled fiber, etc.
- Drew up a proposal for recycling industrial wastes, continued to give support, and expanded sales in this area by 29.1% from the previous year.

(4) Prevention of corruption

- Implemented internal audits and compliance audits continuously and held awareness campaigns on the prevention of corruption.
- Identified problems and risks associated with the business of respective divisions with the CSR Committee, which was established last year, as the core and started studying countermeasures and implementing activities.