

## [1] Manifestation to Participate in the Global Compact

Claiming as an environmental solutions firm, Amita Corporation appreciates the Ten Principles of the Global Compact, and has been expressing to take part in from 2002.

We have been slowly but surely familiarising ourselves and outside with the principles year by year. Herewith we declare that Amita Corporation continues to promote business activities conforming the Ten Principles through this fiscal year.

1<sup>st</sup> April 2005  
Amita Corporation  
President & CEO  
Eisuke Kumano

## [2] Activities Report for the Past Fiscal Year

Activities Report for FY2004

### (1) Interoffice awareness-raising campaign

In the Fiscal Year 2004, we focused on improving awareness in the company. The following are our concrete efforts.

1. We mentioned the Global Compact to enlighten employees as well as to familiarise the concept on the occasions of recruitment activities, issuing house journals, training new employees, and briefing personnel systems.
2. We actively participated working groups such as the Global Compact Leaders Summit and the Global Compact Japan Network Working Group, and thus we strived to encourage all our employees to improve our standards by being aware of the global trend constantly.

### (2) Activities to meet the Ten Principles

Amita Corporation implemented the following practical efforts;

1. Human Right
  - We developed and started the new systems of reemployment after retirement and of contract employees as from April assuming diverse ways of working.
  - We established a system to employ foreign citizens to avoid trouble that nationality becomes a barrier for hiring.

- Making clear separation of smoking areas or banning on smoking in all offices and factories, we promoted the health of employees.
- We provided all the employees to have preventive medical care at the right time by developing a guideline of the medical checkup.

## 2. Labour Standards

- We selected new representatives of labour at the timing of introduction of our new facilities.
- Taking points from employees and examining them closely, we positively implemented system revisions. In FY2004, we set the new allowance to support employees who lived apart from their family to go home at least once a month.

## 3. Environment

- We aimed to realise a sustainable society and to work toward to accomplish the mission.
- We organised seminars for persons in charge of waste management to educate and instruct how to choose waste disposers and to comply appropriate procedural requirements according to the law, and thus contributed to reduce environmental burden on the business and social levels.
- We provided enlightenment about FSC Forest Certification, and conduct inspections. In FY2004, the total 5,729 ha of forests were newly certified by our coordination.
- We performed recycling operations of industrial wastes, and contributed recycling of wastes not only in Japan but also in South Korea and Taiwan.
- The Himeji Recycling Resources Factory (ISO14001 certified in 1999), Amita's manufacturing sector, continuously operated and improved the Environmental Management System.
- We reduced environmental burden of business travels by setting and utilising video and telephone conference systems in our business sites.
- We chose environmentally-friendly company vehicles according to the interoffice guideline regulating points including volume of carbon dioxide emissions and mileage.

## 4. Anti-corruption

- We established the "Compliance Rules" and "Rules for Compliance Officers", and compliance officers chosen on the basis of the rules conducted compliance audits in all of our business sites in Japan. We also checked if there were regional gaps on recognition of procedures and systems in the company, and rectified as circumstances demanded.