

CSR Management



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ROHM Group CSR/CSV

Ever since there has been attention drawn to the importance of CSR (Corporate Social Responsibility), there have also been questions asked about whether "management quality" has been secured for a company. This management quality refers to the quality of the overall management of a company and goes beyond just the QCDS (Product Quality = Quality, Cost, Delivery, Service, etc.) for the "goods" and "services" that a company supplies. At ROHM Group, we consider the satisfaction of both of these requirements to be the "quality of the company" and are striving to achieve this each day.



ROHM aims to correctly grasp the changes in society and strives to become a company that is selected by our customers and other stakeholders around the world. To improve the "quality of the company" even further, the ROHM Group has worked to put CSR into practice by realizing the mission and policy in the "Company Mission" and "Basic Management Policy" that we have set ourselves since the foundation of the business.

The "Company Mission" and "Basic Management Policy" stated by the ROHM Group reflect our strong desire to enrich society through our business activities and each and every employee uses them as a foundation when executing their duties. We also use this mission and policy as a foundation to define our "ROHM Group's CSR Policy" for each separate stakeholder from the aspect of CSR and we have defined the "ROHM Group Business Conduct Guidelines" as more specific rules for action for the ROHM employees.

The mission and policy in the "Company Mission" and "Basic Management Policy" will remain unchanged from now on, but the "CSR Policy" and "ROHM Group Business Conduct Guidelines" will continue to evolve in response to our dialogue with our stakeholders and the shifts in international norms. By approaching CSR in this way, we will further develop our actualization of CSV to solve the issues of society. We believe that the result of this will be that we will earn the trust of society and that it will lead to the sustainable growth of the company.



[ROHM Group Business Conduct Guidelines](#)

ROHM Group's CSR Policy

Customers	ROHM seeks to obtain customer satisfaction and confidence by continuing to supply of high quality products and services in a timely and appropriate manner. ROHM is also open to customer feedback and suggestions, and will evaluate them internally. ROHM places the highest priority on the safety of its products and strives to disclose relevant information as necessary.
Business Partners	ROHM selects its business partners according to equitable and rational criteria. ROHM values the relationship with its business partners and conducts equal and fair transactions for mutual prosperity.
Employees	ROHM strives to ensure a safe and pleasant working environment, respect human values and individuality, and create a fair and appropriate workplace where each employee may demonstrate individual initiative.
Shareholders and Investors	ROHM seeks to continuously improve corporate value and secure appropriate profits in order to provide a steady return to both shareholders and investors. ROHM offers financial information in order to keep shareholders and investors actively informed.
Local Societies and Communities	ROHM works to deepen its relationship with each country and local community, respect their culture and custom, and implement and support social, cultural, and art activities. ROHM also endeavors to preserve the global environment throughout its daily business activities.

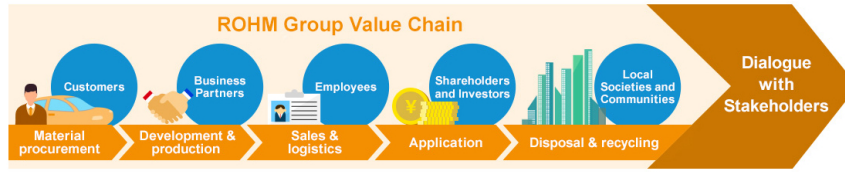
In addition, social issues such as climate change and insufficient resources and issues of labor and human rights have become more serious in recent years and there are increasing calls for a solution to them. In September 2015, the SDGs (Sustainable Development Goals) were formulated at the United Nations General Assembly. These are 17 goals and 169 targets that form a plan of action to work on social issues that should be solved by 2030. In order for us to work together with all of our stakeholders to realize a sustainable society, it will be important that we work on these issues throughout the entire value chain.

The ROHM Group believes that the linking of business activities to these SDGs will lead to the realization of CSV, which is value common to both society and the company. In order to make CSV a reality and to advance the company and society, we arrange opportunities for dialogue with various stakeholders globally and define the priority CSR issues for the ROHM Group so that we can actively contribute to the creation of a sustainable society through our business activities.



Priority CSR Issues

ROHM Group has actively spoken to its stakeholders within and outside the company and examined the opinions, requests and interests they expressed in line with the core themes of ISO26000. We have identified the impact the ROHM Group has on society and established six "Priority CSR issues." These six priority issues include "Creating Shared Value (CSV), that is Resolving Social Issues through Business Activities," in which, by playing a part in solving social issues, our business activities themselves will also lead to ROHM's own growth. They also include "Business Activities that Could Bring Positive Social Impact to the Society," in which we will meet the expectations of our stakeholders by mitigating the impact that our business activities have on those around us. We are pursuing initiatives tailored to each of these challenges.



CSR Priority Issues	Reasons for Selection (※)	Contributions to SDGs Achievement	theme	chance	risk	CSR Website
Resolve social issues through innovative products	There are societal demands for the resolution or alleviation of environmental issues on a global scale, such as limited resources and climate change, as well as for increased energy conservation.	Development of Innovative New Projects		○		CSV Strategy 1
		Development of Innovative New Technologies		○		CSV Strategy 2
		Energy Saving		○		CSV Strategy 3
Develop a global workforce that can contribute to the international community	As economies becomes increasingly global, ROHM believes that it is crucial to cultivate a diverse workforce that accepts different backgrounds and values from each local region and works together to create new value.	Diverse Human Resources Development		○		Human Capital Development
		Establishing an Environment where Diverse Values can be accepted			○	Creating a Rewarding Workplace
						Diversity & Inclusion
Ensure a stable	There are societal demands for the organizational structure that enables stable, speedy supply of high quality products.	Improvement of Quality		○		CSV Strategy 4
		Safe and Secure Procurement			○	Procurement Management
		Business Continuity Planning			○	Risk Management
Make considerations for labor practices and thoroughly respect human rights in the value chain	ROHM believes that it is essential to make efforts for considering human rights, improving working environments, and promote anti-corruption activities based on international norms such as the UN Global Compact, ISO 26000 and the RBA Code of Conduct. ROHM also strives to comply with the RBA Code of Conduct as a fair company.	Respect Human Rights			○	Procurement Management Human Rights
		Promote Comfortable Working Environments			○	Creating a Rewarding Workplace Labor Safety and Hygiene
		Supply Chain Management			○	Procurement Management
		Anti-Corruption			○	Corporate Governance Compliance
Carry out business activities that	There are societal demands for reducing the environmental load from manufacturing at all production companies in	Efficient Manufacturing		○		CSV Strategy 4
		Combat Climate				

activities that protect the global environment	production companies in order to resolve or alleviate environmental issues such as limited resources and climate change.	 	Combat Climate Change		<input type="radio"/>	Environmental Management
			Reduction of Environmental Impact		<input type="radio"/>	
Contribute to local communities through business activities	ROHM believes that it is important to contribute to the regional development through dialogue with the community as a corporate citizen.		Co-exist with Local Communities Contribute to Local Communities		<input type="radio"/>	ROHM Group's Social Contribution
			Engagement with Local Communities		<input type="radio"/>	
						

Opportunity : Resolve Social Issues through Business Activities

Risk : Business Activities that Could Bring Positive Social Impact to the Society

※ ROHM Group judges priorities based on the impact on stakeholder evaluation and decision-making and the impact the organization has on the economy, environment and society.

Process of Identifying CSR Materiality

The validity of the CSR Priority Issues are evaluated from the perspective of stakeholders in a variety of positions, including external experts and specialists.

To ensure objectivity regarding the progress of initiatives (Do) aimed at achieving objectives and plans (Plan), ROHM receives external audits from third party organizations (Check) and decides on the next objectives and plans (Act) while periodically carrying out reviews based on PDCA.



The value chain refers to activities that increase added value within the sequence of steps from procurement of raw materials to their use in products and services.

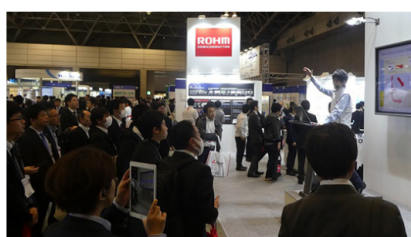
Communication with Stakeholders

The main stakeholders of the ROHM Group are customers whom our products and services are provided to; and all those individuals from the society such as shareholders, investors, employees, and suppliers who have direct stake in the functioning and performance of a company.

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Customers ▶ Approach to Quality □	Ensure product quality	Contact our support team through the official website
	Disclose relevant information of products	Exhibition
	Improve customer satisfaction	Product information session
	Meet potential requirements of customers	Customer satisfaction survey Exchange of information during customer visit
Business partners ▶ Procurement Management	Conduct transparent and fair trade	Briefing for CSR Procurement
	The concern for human rights, labor, safety, and environmental issues in global supply chain system	CSR Procurement Audit
		CSR Procurement Self-Assessment (CSR Questionnaire)
	Compliance Hotline for suppliers	
Employees ▶ Human Capital Management	Ensure labor, safety and hygiene issues in the workplace	Internal Online Portal Site
	Respect for human rights and eliminate discrimination	Internal magazine
	Human resources and talent development	Employee survey
	Respect for diversity	Internal whistleblowing system (Compliance Hotline)
Agreement with labor union		
	Appropriate and fair profit returns	Shareholders' meetings

Shareholders and investors ▶ Communication with Shareholders and Investors	Respect shareholders' voting rights	Briefing of financial results from President and Board of Directors
	Disclose relevant and fair financial information	Visit overseas investors
	Promote global IR activities	Conferences and technology seminars held by stock and securities company for Institutional investors
		Company briefing for individual investors
Annual Financial Report		
		Official IR Website
Society and local communities ▶ ROHM Group's Social Contribution	Leverage individual's skills and experiences that contribute to the society	Social contribution activities
	Response to NPO (CDP etc.)	Answer to questionnaire surveys
	Develop activities in response to issues differ from community to community	Business trips for education activities
		Receive company and factory visit requests from schools
		Music support (Music foundation)

Dialogue with Customers



Exhibition etc.

Dialogue with Shareholders and Investors



Financial Results Briefing etc.

Dialogue with Employees



Work Style Reform Committee etc.

Dialogue with Business Partners



Partners Meeting etc.

Dialogue with Local Societies and Community



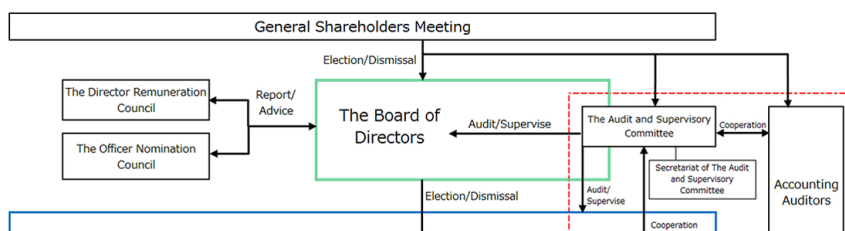
Receive company and factory visit requests from schools, etc.

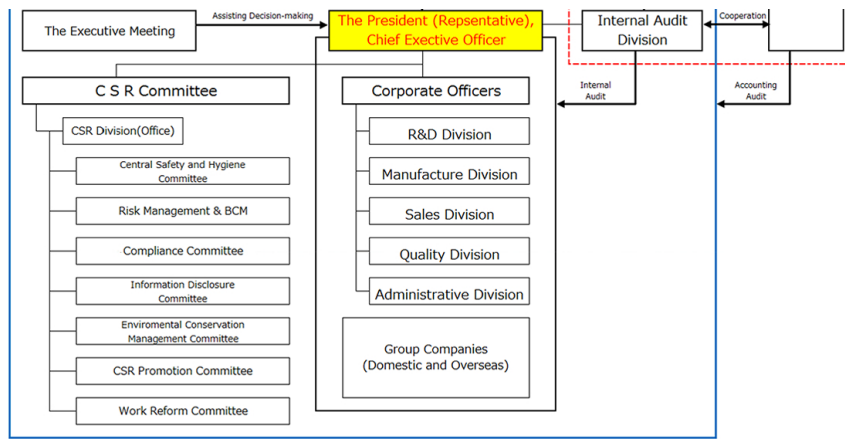


Business trips for education activities, etc.

CSR Management System

In the ROHM Group, the CSR Committee, comprised of all the directors and division heads with their respective rights, fulfills responsibilities for CSR themes that spans the entire Group, such as the environment, society, and governance, with ROHM's President as the Committee Chairman. The CSR Committee includes seven subcommittees that make decisions based on discussions about objectives, plans, and performance in each area. Resolutions determined by the CSR Committee are conveyed to ROHM's internal divisions and group affiliates through the seven subcommittees then executed accordingly. Each member of the seven subcommittees is appointed by the respective committee chairperson at the same time the annual implementation plan is established, after which they begin fulfilling their duties. The CSR Office acts as both an office for managing the CSR Committee and a liaison with outside auditing organizations for CSR-related topics.





In ROHM Group, we obtained management system assurance based on implementing PDCA (Plan->Do->Check->Action) according to CSR Management System structure with the cooperation from each specialized committee, division and group companies. Therefore, we are aiming to get selected and recognized by stakeholders through improving company's management quality.

Management System Assurance & Operation Status

Themes		Management System Certification/Customer Demands
Product Quality	Quality	ISO9001
	Quality/Functional Safety for the Industrial/Automotive Industry	ISO/TS16949 IATF16949 ISO 26262
Management Quality (Quality of Business Activities)	Environment	ISO14001
	Occupational Health and Safety	OHSAS18001
	Information security	ISO/IEC27001
	Labor, Health and Safety, Environmental, Ethics, Management Systems	RBA ^{*1} VAP audit ^{*2}

*1 RBA stands for Responsible Business Alliance. This organization is mainly composed of electronic equipment manufactures, major suppliers, and their standards.
 *2 VAP stands for Validate Audit Process. This is a third-party Audit of the EICC code of conduct.

Participate in UN Global Compact

The United Nations Global Compact (UNGC) is an international initiative that enables businesses and other organizations to exercise responsible and creative leadership in order to achieve sustainable growth. Companies supporting UNGC must maintain 10 principles in the 4 areas of human rights, labor, environment and anticorruption. The ROHM Group joined the membership of UNGC in May 2011 and continuing to support the 10 principles.

▶ The Ten Principles of the UN Global Compact



External (Third-party) Evaluation

ROHM actively communicates with shareholders and investors around the world, for example by disclosing business results and other corporate information promptly. In addition, ROHM has formulated a disclosure policy and strives to provide fair and accurate information in a timely manner.

FTSE4Good Index Series



ROHM is selected as one of the "FTSE 4 Good Index" components by British Index Company - FTSE Russell for 15 consecutive years. ROHM is also selected as the component of "FTSE Blossom Japan Index," which is the new ESG investor index established by Government Pension Investment Fund(GPIF) for 2 consecutive years.

ECPI Indices



ROHM was also selected as the component of "ECPI Indices" by ECPI, which is an investment operational advisory that has launched bases in Luxemburg and Milan.

**ROHM
Group CSR**

ROHM's CSV

Environmental Management

Environmental Management
Promotional Structure
Goals and Achievements
Efforts for Environmental
Conservation
Environmental Data Book

Human Capital Management

Human Capital Management
Promotional Structure
Human Capital Development
Creating a Rewarding Workplace
Diversity & Inclusion
Labor Safety and Hygiene

**Procurement
Management**

Basic Policies
Communication with
Business Partners
Efforts with Business
Partners
Internal Initiatives

**Business
Foundation**

Corporate
Governance
Compliance
Human Rights
Information
Security

**Social
Contribution**

CSR NEWS

**External (Third-party)
Evaluation**

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Editorial Policies