

Tokyo Electron Group

CSR Goals

To measure the progress of CSR initiatives, the Tokyo Electron Group examines sustainability issues to be prioritized by functions and sets annual targets and goals. Each target and goal is linked with Materiality (important sustainability issues; p. 6).

Targets/Materiality		Fiscal year 2015		Fiscal year 2016		
		Theme	Goals and results	Theme	Goals	
CSR Sustainability management and stakeholder communication Materiality: Governance/ethical behavior and compliance Stakeholder communication Social contribution activities	Sustainability management	[Goal] CSR management [Results] Ongoing. Biannual CSR Promotion Council drives progress. Launched monthly briefing for timely operations.	Sustainability management	CSR management	<ul style="list-style-type: none"> Take full advantage of existing CSR management systems. Regular reporting to management 	
		[Goal] EICC® initiative [Results] Ongoing. Held internal seminars (twice; participants totaled 120).		EICC®	Establish a system for EICC® promotion and provide internal education.	
	Communication	[Goal] Stakeholder engagement [Results] Ongoing. Improved transparency in environmental and social reporting. Social contribution activities.	Communication	Stakeholder engagement	Set the policy and implementation plan.	
				Disclosure	Enhance transparency and accountability.	
Ethics Embed ethics into practice Materiality: Governance/ethics and compliance Information security	Ethics and compliance education	[Goal] Annual ethics and compliance education worldwide [Results] Achieved. 9,200 executives and employees worldwide were subject to the education.	Ethics and compliance management	Improve the management system.	<ul style="list-style-type: none"> Review the current system Formulate an improvement plan 	
	Harassment-free workplace	[Goal] Raise ethics awareness. [Results] Achieved. 7,400 executives and employees in Japan were subject to the web-based education.	The Code of Ethics	The Code of Ethics in line with society's concerns	<ul style="list-style-type: none"> Check conformity with the EICC® code of conduct. Review The Code of Ethics. 	
Human Resources Better workplace and career development Materiality: EHS management Diversity Workplaces with vitality	Diversity	[Goal] Recruit foreign national graduates. Diversify the workforce for the globalization of business. [Results] Ongoing. Foreign nationals accounting for 11.1% of new hires (joined in April 2014).	Diversity	Diversity management initiatives and understanding and respect for different values	Leverage diverse workforce and help individuals unleash their full potential. (Further raise employee awareness.)	
		[Goal] Cross-cultural understanding [Results] Achieved. Provided cross-cultural training.			Understand and respect different values in global operations. (Promote internal personnel exchange and communication.)	
	Occupational safety and health	[Goal] Employee healthcare Identify and respond quickly for employee health. [Results] Ongoing. Started employees' healthcare alerts to supervisors.			Better workplace to empower women (Analysis of current issues, and formulate action plans.)	
	Work-life balance	[Goal] Support employees in balancing work and family. [Results] Achieved. Reviewed the nursing care support system. Ongoing. Monitored users of the shorter working hours system.	Work-life balance	Support for balancing work and family	Improve working behavior to balance work and family by offering support systems.	
Safety Safety and health first for everyone Materiality: Product quality EHS management Product life cycle management	Product safety	[Goal] Safety compliance in product design [Results] Achieved. <ul style="list-style-type: none"> Complied with TS (TEL Standard) with regard to safety for all the group's products. Complied with KC-Mark (Korea Certification Mark) and Korea's Occupational Safety and Health Act. 	Product safety	Safety compliance in product design	<ul style="list-style-type: none"> Appropriately respond to requirements for equipment safety compliance of customer RFQ (request for quotation). Develop product safety engineers. Check safety compliance of newly developed equipment. 	
	Accident prevention	[Goal] Accident prevention. Implement cause-analysis and intelligence sharing to prevent similar accidents. [Results] Achieved. <ul style="list-style-type: none"> Conducted safety patrols, new Fab safety checks. Reduced TCIR* by 28% and potential severe injury by 38%, year on year. <small>* TCIR: Total Case Incident Rate. This is the occurrence rate of workplace accidents (Occupational Safety and Health Administration (OSHA) standard) per 200,000 hours worked.</small>	Accident prevention	Accident prevention. Implement cause-analysis and intelligence sharing to prevent similar accidents.	<ul style="list-style-type: none"> Reduce TCIR by 38% and potential severe injury by 50% year on year. Continue safety patrol, new Fab safety checks, and preventive measures. 	
	Safety education	[Goal] Improve safety behavior including practical education. [Results] Achieved. <ul style="list-style-type: none"> Advanced safety update (participants totaled 8,900) Accident prevention (participants totaled 15,000) Traffic safety (participants in Japan totaled 1,100) 	Safety education	Improve safety behavior including practical education.	Advanced safety update (goal: 100% attendance) Accident prevention (participant number goal: over 15,000)	
	Safety management	[Goal] Clarify policies and organize group-wide function. [Results] Achieved. <ul style="list-style-type: none"> Held global safety meeting (three times). Promoted safety activities in each facility. 	Safety management	Clarify policies and organize group-wide function.	<ul style="list-style-type: none"> PDCA at the global EHS meeting and each company's safety meeting Check and correct safety activities in all countries/regions. 	

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Targets/Materiality		Fiscal year 2015		Fiscal year 2016		
		Theme	Goals and results	Theme	Goals	
Procurement Developing a reliable supply chain management framework Materiality: Product quality Supply chain management Product life cycle management Conflict minerals	CSR activities across the supply chain	[Goal] Conduct the 2nd annual supplier CSR survey and check improvement (of average score). [Results] Achieved. Conducted the 2nd survey, which is compliant with EICC® requirements, with key suppliers covering more than 80% of procurement by amount and identified improvements made (at 25% of the suppliers).	CSR activities across the supply chain	Conduct the 3rd supplier CSR survey with key suppliers covering more than 80% of procurement by amount.		
	Conflict minerals	[Goal] Conduct the 1st conflict minerals survey. [Results] Achieved. Conducted the 1st conflict minerals survey in CFSI (Conflict-Free Sourcing Initiative) format, with key suppliers covering more than 80% of procurement by amount, and identified 117 smelters certified to CFSP standard (Conflict-Free Smelter Program).	Conflict minerals	Conduct the 2nd conflict minerals survey. Improve data accuracy.		
	BCP	[Goal] Conduct the 4th procurement BCP survey and check improvement (of average score). [Results] Achieved. Conducted the 4th survey with key suppliers covering more than 80% of procurement by amount, identified improvements made (at 41% of the suppliers), and conducted improvement activities at low-scoring suppliers.	BCP	Conduct the 5th procurement BCP survey with key suppliers covering more than 80% of procurement by amount.		
	Quality improvement	[Goal] Reduce accidents resulting in property damage. [Results] Achieved. Reduced by 7.7% year on year.	Quality improvement	Reduce accidents resulting in property damage	Based on a reduction plan, reduce accidents resulting in property damage caused by products by 20% year on year across the Group.	
Quality Launching quality improvement activities globally Materiality: Product quality Product life cycle management	Quality management	[Goal] Improve quality documents and review the periodic review process. [Results] Ongoing 1. Improving Group-wide common quality documents by working with related departments in charge on an ongoing basis. 2. Strengthened the periodic review.	Improving customer satisfaction	Improve quality of equipment training	Survey of training participants: Goal: Average score of 4 or above (out of 5) Provide customers and service engineers with training curriculums that cover knowledge and operation skills required for equipment safety and safe operations, as well as maintenance methods, to improve customer satisfaction and service quality.	
				Improving customer satisfaction	Customer satisfaction survey: Goal: Score 3 or above (out of 4) in all items. Conduct survey, analysis, action and review activities continually to improve quality and services and deliver even more value to customers.	
			Compliance	Check compliance with Group-wide common regulations and manuals (PDCA).		
Environment Solving environmental issues through our leading-edge technology and services Materiality: Product quality Supply chain management EHS management Environmental contribution of products Product life cycle management Promoting energy savings Reducing water consumption Reducing waste/recycling Biodiversity conservation	Products	[Goal] Reduce environmental impact of products (set new goals). [Results] Achieved. Set the goal of reducing energy (based on SEMI S23) by 10% (from FY2014 by FY2019). Set the goal of reducing pure water by 10% (from FY2014 by FY2019).	Products	Reducing environmental impact of products	Develop a roadmap for understanding the current situation and achieving the goals.	
		[Goal] Comply with Chinese RoHS. [Results] Achieved. Expanded activities for product compatibility with Chinese RoHS (Restriction of Hazardous Substances) to overseas production sites.		Compliance with Chinese RoHS	Global launch	
		[Goal] Promote voluntary product compliance with European RoHS. [Results] Achieved. Complied with 98.5% or more parts of major products to European RoHS.		Promoting voluntary product compliance with European RoHS	Continue to ensure that major models of each business unit contain 98.5% or more compliant parts.	
		[Goal] Comply with environmental regulations of each country. [Results] Achieved. Complied with REACH and chlorofluorocarbon regulations in Europe, as well as GHS, battery regulations, and energy efficiency regulations of each country. Strengthened overseas systems.		Compliance with the environmental regulations of each country	Continue to ensure products' compliance with REACH and chlorofluorocarbon regulations in Europe, as well as GHS, battery regulations, and energy efficiency regulations of each country. Strengthen overseas systems. Strengthen supply chain management.	
	Plants and offices	[Goal] Promote energy consumption reduction (Reduce by 1% year on year). [Results] Achieved. 11 out of 12 plants achieved their goals.	Plants and offices	Promoting a reduction in energy consumption	Reduce energy consumption: Reduce by 1% year on year. Continue activities.	
		[Goal] Reduce water consumption (Maintain the level of FY2012). [Results] Achieved. 10 out of 15 goals were achieved.		Reducing water consumption	In Japan: Maintain the FY2012 level. Outside Japan: Maintain the benchmark year level. Continue activities.	
		[Goal] Recycling waste (Maintain a recycling rate of 97% or more in Japan). [Results] Achieved. The recycling rate was as high as 98.9% in Japan and 88.2% outside Japan.		Recycling waste	In Japan: Recycling rate of 97% or higher Outside Japan: Recycling rate higher than the previous fiscal year	
	Procurement and logistics	[Goal] Green procurement [Results] Achieved. Conducted the 2nd annual survey with key suppliers covering more than 80% of procurement by amount and identified improvements made. With a 100% response rate, confirmed improvements at 46% of the suppliers.	Procurement and logistics	Green procurement	Continue activities. Based on analysis of survey results, plan activities, conduct the 3rd green procurement survey, and improve evaluation of low-scoring suppliers.	
		[Goal] Reduce environmental impact of logistics. [Results] Ongoing. Continuing activities.		Reducing the environmental impact of logistics	Continue activities.	
	Environmental management	[Goal] Environmental management system [Results] Achieved. TEL Group manufacturing plants have been ISO 14001 certified.	Environmental management	Environmental management system	Respond to 2016 revisions.	
		[Goal] Environmental education [Results] Achieved. Provided working-level managerial personnel with education on design for the environment.		Environmental education	Provide web-based education on design for the environment.	
		[Goal] Design for the environment [Results] Achieved. Developed guidelines on design for the environment.		Design for the environment	Develop education programs and implement them for procurement.	
		[Goal] Environmental communication [Results] Achieved. Continued to publish Environmental and Social Report.		Environmental communication	Continue to publish Environmental and Social Report.	
		[Goal] Biodiversity conservation [Results] Achieved. Based on the guidelines, organized and participated in ecosystem tours at each area in Japan.		Biodiversity conservation	Based on the guidelines, conduct ecosystem tours multiple times at each plant in Japan. Hold symposiums. Create a list of conservation activity targets in key areas.	