

Results of FY2008 and Targets for FY2009

At HitachiSoft, in order to improve the effectiveness and efficiency of our CSR activities based on the “CSR Policy of the Hitachi Group,” we review the results and challenges of CSR activities each year and use these to create targets for the following year.

Results of CSR Activities in FY2008 and Targets for FY2009

CSR Policy	Results in FY2008	Targets in FY2009
1. Commitment to Corporate Social Responsibility	<ul style="list-style-type: none"> Creation of system for CSR promotion → Meeting of the CSR Committee (twice) Promotion of cross-sectional CSR activities → Start of CSR Promotion Working Group and CSR Report Editing Working Group Improvement of CSR activities → Implementation of CSR Committee member hearing 	<ul style="list-style-type: none"> Implementation of systematic CSR education Creation of targets for CSR activities in FY2010 Encouraging unified effort by related departments to carry out CSR activities Fostering of the CSR vision within the company
2. Contribution to Society through our Business	<ul style="list-style-type: none"> Expansion of eco-products → 56 products CSR promotion through business activities → Sao Khue Award received from the Vietnam Software Association; GeoMation Farm was awarded the u-Japan Grand Prize in the Environment Category from the Ministry of Internal Affairs and Communications, the Green IT Award 2008 Green IT Promotion Council Chairman's Award, and The 5th Eco-Products Awards Chairperson's Award, Eco-Products Awards Steering Committee; SecureOnline was awarded the Grand Prize in the ASP/SaaS Support/Middleware/Hardware Category; Award received from San Jose State University for DNA forensic identification employing FMBIO 	<ul style="list-style-type: none"> Greater provision of products and services that contribute to a reduction in environmental impact Development of products and services that better contribute to solving social challenges Proactive introduction of CSR into business strategy Improvement of policies bolstering CS
3. Disclosure of Information and Stakeholder Engagement	<ul style="list-style-type: none"> Proactive disclosure of CSR information → 2008 HitachiSoft CSR Report; Annual Review; Publication of the "HitachiSoft Review" public relations magazine for external consumption; CSR website renewal; Expansion of Intranet CSR site Proactive communication of CSR activities → Speech given by President Ono at the 2008 Work-Life Balance Conference; Participation in the Work-Life Balance Discussion Session hosted by the Japan Association for the Advancement of Working Women 	<ul style="list-style-type: none"> Continuation of proactive disclosure of CSR information Maintaining of voluntary communication of CSR activities Strengthening of communication with stakeholders Explanation of the importance of CSR within the context of IR
4. Corporate Ethics and Human Rights	<ul style="list-style-type: none"> Commitment to legal compliance → Legal compliance education; Compliance with the Personal Information Protection Policy and Basic Information Security Guidelines Respect for human rights → Continued implementation of human rights education Expansion and implementation of the Hitachi Global Legal Compliance Program (HGCP) within the HitachiSoft Group 	<ul style="list-style-type: none"> Commitment to legal compliance Respect for human rights and diversity Ensure respect for diversity, culture and ethics at overseas offices
5. Environmental Conservation	<ul style="list-style-type: none"> Implementation of environmentally friendly development and eco-product certification for all projects: 25% increase in percentage of sales Evaluation of total life cycle eco-efficiency performed for seven systems Maintained no-inclusion of specified chemical substances in hardware products 10% reduction in amount of paper used compared with FY2007 3.4% reduction in amount of electricity used compared with FY2007 based on sales 5% reduction in burnable trash compared with FY2006 Green procurement ratio above 90% Implementation of environmental volunteering (local afforestation and cleanup activities; forest and arable land conservation activities) carried out in conjunction with municipalities and NPOs 	<ul style="list-style-type: none"> Implementation of environmentally friendly development and eco-product certification for all projects: 35% plus increase in sales Evaluation of total life cycle eco-efficiency performance Ensuring that hardware products continue to be free of specified chemical substances Appropriate accommodation of new regulations, such as REACH, and customer demands 2% reduction in amount of paper used compared with FY2008 3.5% reduction in amount of electricity used compared with FY2007 based on sales 6% reduction in burnable trash compared with FY2006 Green procurement ratio above 90% Implementation of environmental volunteering activities (local afforestation and cleanup activities; forest and arable land conservation activities)
6. Corporate Citizenship Activities	<ul style="list-style-type: none"> Implementation of initiatives aimed at contributing to social issues → Implementation of the "Table For Two" school lunch program in developing countries; Start of participation in "ecocap" activities Participation in the local community → Implementation of "information and moral education class" at nearby junior high school Collaboration with government and NPOs → Participation in "Tokyo Greenship Action" Social contribution activities aimed at culture, education, disaster relief, environmental conservation and the local community 	<ul style="list-style-type: none"> Implementation of social contribution activities in conjunction with NPOs and NGOs Expansion of opportunities for socially contributive activities that involve corporate operations and human resources Continuation of social contribution activities aimed at culture, education, disaster relief, environmental conservation and the local community
7. Working Environment	<ul style="list-style-type: none"> Strengthening of work-life balance initiatives → Acquisition of the "Kurumin" next-generation certification mark Promotion of communication between employees and their families → Hosting of the 2008 Sports Festival and Family Day Improving of human resources education → Receipt of the JMA HRD Excellence Award Strengthening of diversity management → Foreign employees: 11 hires; Female employees: 69 hires; Employees with disabilities: 4 hires Promotion of workplace improvement → Start and successful achievement of the "Under 2050" campaign to shorten total working hours 	<ul style="list-style-type: none"> Further enhancement of work-life balance initiatives Strengthening of communication Improving initiatives aimed at human resources education Further promotion of diversity management (Continue encouraging active appointments of non-Japanese, females and disabled employees.) Commencement of "Under 2000" campaign to shorten total working hours by a further 1,950 hours
8. Responsible Partnership with Business Partners	<ul style="list-style-type: none"> Promotion of green procurement Thorough efforts made to ensure that no parts containing banned chemicals procured for HitachiSoft products Protection of personal information Compliance with the Personal Information Protection Policy ensured in the outsourcing of system development Number of instances of leaked personal information: 0 Legal compliance at all partner companies ensured through the regular hosting of information sessions Implementation of appropriate materials contracting Thoroughness requested in subcontracting transactions, the elimination of disguised contract labor, and compliance with the Worker Dispatch Law 	<ul style="list-style-type: none"> Promotion of green procurement Procuring of environmentally friendly parts for use in HitachiSoft products and within the Company Protection of personal information Compliance with the Personal Information Protection Policy in the outsourcing of system development Continuation of measures to prevent leaking of personal information Thorough implementation of appropriate materials contracting Ensuring compliance with the Subcontracting Law, Worker Dispatch Law and other laws; prevention of involvement in unfair trading