

■ Basic policies

Having always acknowledged the importance of ensuring sustainability for ourselves and for society, we actively seek to

- contribute to society through our business activities,
- identify and cultivate businesses that enable us to fulfill our responsibility to contribute to society, and
- drive ongoing innovation.

We promote a variety of CSR initiatives, which we classify as either “strategic” or “basic.” We also promote active dialogue with our many stakeholders with the aim of further expanding our efforts. Going forward, we will continue working to respond to society’s expectations.

■ Strategic CSR initiatives

Our strategic CSR initiatives emphasize capitalizing on our technologies to develop and provide services and systems that respond to evolving social imperatives. Guided by the ALL SECOM concept, which focuses on rallying Group strengths, we continue working to extend services and systems that deliver safety and peace of mind, and make life more convenient and comfortable, as well as to create uniquely SECOM high-value-added services.

■ Basic CSR initiatives

As publicly owned entities, corporations must establish systems to manage an increasingly broad array of challenges in such core areas as corporate governance, consumer issues, the environment, labor practices and human rights, and social contributions.

As a company that seeks to provide security and peace of mind, we recognize the importance of ensuring that both our corporate philosophy and our business conduct are correctly understood and positively evaluated by society, thereby ensuring that our stakeholders continue to see us as a trusted partner. To this end, we have developed stringent internal standards for compliance and risk management that exceed those mandated by Japanese law.

We have aligned our basic CSR initiatives with ISO 26000, the international standard for social responsibility. Taking into account the key areas of focus outlined in ISO 26000, we have identified and continue to emphasize efforts in the following categories.



Corporate governance

- To raise the efficiency and transparency of management practices, thereby enabling us to consistently increase our corporate value, we have taken steps to enhance our corporate governance system, including appointing independent outside directors. We are also promoting management-led efforts to strengthen our compliance framework and improve disclosure.

Human resources and labor practices

- In line with our belief that creating working environments conducive to job satisfaction and helping employees fulfill their potential are key to driving growth for SECOM, we have established a variety of unique employee training programs designed to maximize individual talents and hone skills. We also provide training aimed at enhancing employees' understanding of human rights.
- We put priority on ensuring a favorable work-life balance, which we recognize as crucial to physical and mental health, as well as to motivating employees and instilling a passion for their day-to-day responsibilities. Accordingly, we have put in place generous leave programs that exceed legal requirements.

Environment

- In the belief that protecting the environment is essential to our ability to provide security and support comfortable lifestyles, we continue to promote awareness of our environmental philosophy—which is to incorporate consideration for the environment into all areas of our operations—and

our basic environmental policy across the SECOM Group, implement measures aimed at addressing such key issues as global warming and resource depletion and ensure our operations conform with pertinent laws and regulations.

- We are taking decisive steps to reduce our absolute emissions of CO₂, recognizing this as an issue of particular concern to stakeholders, while continuing to grow our businesses.

Service quality

- Providing the quality of services for which the SECOM name is known, we conduct practical training for employees that aims to increase know-how and skill levels, thereby contributing directly to improvements in service quality and reliability.
- We work to further enhance the quality of our services by paying heed to feedback received by SECOM customer service centers, as well as by speaking directly to customers.

Harmony with society

- We recognize contributing to the community, through the creation of employment opportunities and supporting local development, as an important responsibility.

Social contribution activities

- With the aim of further enhancing our ability to provide security and peace of mind, we offer educational programs for children, women and seniors designed to raise crime prevention awareness.

In Memoriam Juichi Toda, co-founder

Juichi Toda, co-founder of SECOM, passed away on January 30, 2014. Mr. Toda and founder Makoto Iida attended the same university. Several years after graduation, the two were looking at setting up a company together when a mutual friend told them about something called “security services” that were offered in Europe. This sparked their interest and encouraged them to establish Nihon Keibi Hoshō (currently SECOM) in July 1962. Mr. Toda was 30 years old at the time, while Mr. Iida was 29. For 50-plus years, the two worked together to grow and evolve the SECOM Group as Japan's foremost provider of security services.



Juichi Toda