

# On the Publication of the CSR Report

Starting in 2016, Daishinku has disclosed in its “CSR Report,” to share with our stakeholders, its efforts to raise its corporate value in the areas of labor, human rights, customers, quality and contributions to society, etc., and to realize a sustainable society.

It is our hope that this CSR Report will provide you with a better understanding of our CSR activities and that in return you will be encouraged to share with us your candid opinions of our activities, which we will refer to in our future CSR activities.

## ◆ Period

This CSR Report mainly covers the Group’s CSR activities and achievements from April 2018 through March 2020. (Some events mentioned in the report took place outside this period.)

## Contents

1   Message from the President	8   Corporate Governance
3   On the Publication of the CSR Report	9   For the Environment
Contents	14   With Our Customers
Company Profile	17   With Our Business Partners
4   Daishinku’s CSR	19   With the Employees
5   About Quartz Devices	21   With Our Shareholders and Investor
7   Legal Compliance	22   For the Local Communities

## Company Profile

Trade Name	DAISHINKU CORP.
Head Office	1389 Shinzaike, Hiraoka-cho, Kakogawa, Hyogo 675-0194 Japan
Types of Business	Manufacture and sales of electronic components and electronic equipment
Inauguration of Business	November 3, 1959
Organized as Joint Stock Company	May 8, 1963
Representative	President Sohei Hasegawa
Capital	19,344 million yen
Number of Employees	Non-consolidated 622 Consolidated 3,895 (as of March 31, 2020)

## Sales by Area



※The figures above are based on the consolidated financial data for the term ended in March 2020.

# Daishinku’s CSR

We strive to continue to generate profits and fulfill corporate social responsibility by realizing customer-oriented, creative and efficient business management, with “reliance” as our company policy.

## Daishinku’s Commitment to CSR Three Types of Reliance

### ◆ Reliable people

With the independence, self-help and self-contained efforts as basic principles of action, we will take full advantage of our strengths for society as a whole and approach everything sincerely and enthusiastically.

### ◆ Reliable product

We will help realize an affluent society, by optimizing our abilities to develop best products and services and by offering them to all our customers throughout the world.

### ◆ Reliable company

We strive to fulfill our corporate social responsibility by generating continuing profits through corporate activities that comply with all laws and regulations, respecting their spirit and paying attention to harmony with the global environment.



## Daishinku’s Code of Conduct on CSR

Acting on the corporate slogan of “reliable people, reliable products and a reliable company,” the Daishinku Group is committed to compliance with all related laws and regulations and ethical conduct. We ensure that our corporate activities are in conformity with our management philosophy of reliability, constantly paying attention to what society expects and requires of us, to be a truly reliable corporation. Accordingly, we have adopted our Code of Conduct on CSR (URL: <https://www.kds.info/company/csr/>), which governs our actions relating to human rights and labor, safety and health, the environment, fair and ethical trade, quality and safety, information security, stable supply, and contribution to society. All the Group executives and employees are well informed of the Code of Conduct on CSR and practice it in all sincerity.

## “Code of Conduct on CSR” Self-Check

Since the establishment of the “Code of Conduct on CSR” in 2014, the Daishinku Group has periodically implemented its “Code of Conduct on CSR Self-Check” for all employees in order to raise awareness about the code of conduct so that it will penetrate and become rooted throughout the organization. As shown in the graph, the check results indicate that the awareness is raised each time the self-check is conducted.

By extracting problems based on information gathered through the “Code of Conduct on CSR Self-Checks” and implement of improvement measures, we will further increase all employee’s awareness of CSR and ensure a sound relationship with our stakeholders. We will continue to implement the “Code of Conduct on CSR Self-Check” and implement the PDCA cycle for CSR activities.

