

# Initiatives for Society

## Relations with Customers

### Basic Approach

Each of the Company's divisions has acquired ISO 9001 certification. Through initiatives such as these to standardize our operations and work consistently to improve quality, we are striving to contribute to society by providing excellent-quality products and services from a customer perspective.

Going forward, we will continue endeavoring to further enhance “quality power” throughout Furukawa Electric Group by developing products that are attractive to our customers, based on a policy of Group-focused management.

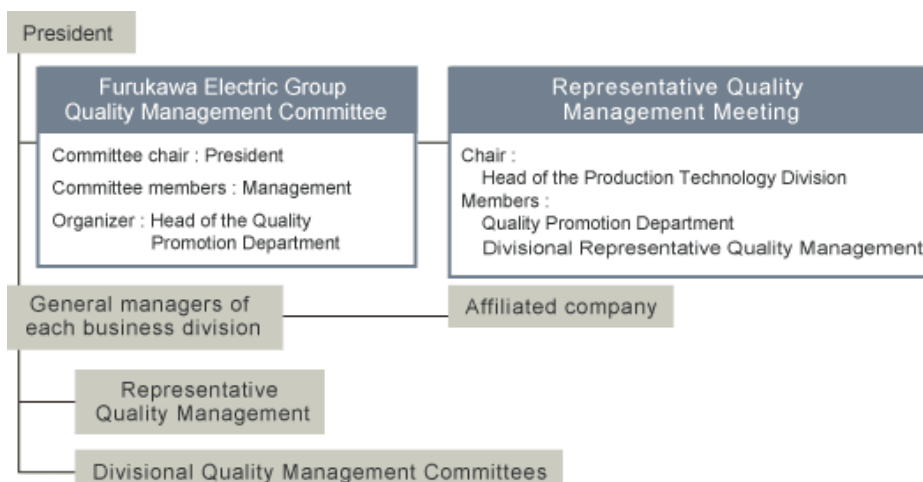
### Quality Management Policy

**At every stage of our operations, from research and development to manufacturing, sales, customer service and management, in all sections and all hierarchies, we always strive to adhere to a PDCA management cycle based on actual facts, maintain and improve our products, customer services and the quality of our operations and put our management policies into practice.**

### Organizations for Improving Quality

Furukawa Electric has established Furukawa Electric Group Quality Management Committee, which is chaired by the president, as the topmost body for promoting quality management at the Group level. Directed by this committee, Divisional Quality Management Committees led by divisional heads promote ongoing efforts to maintain or improve the quality of our products, customer services and operations.

### Promotion Framework



## Message from the General Managers

As set out in the basic policy on quality management, we promote a management cycle that is always based on facts and seek to maintain and improve quality at all stages of our work (including research, development, manufacturing, sales, services and management), at all divisions and across all job grades.

As we seek to produce products that are attractive to our customers, we carry out thorough checks of all processes prior to delivery to the customer, from product planning through to completion of the final product. Moreover, in order to improve our ability to complete manufacturing products with meticulous assurance of quality from the start, we will continue to make improvements to the production process itself, including attempts to create intrinsic technologies.

Furthermore, we have already started to carry out customer satisfaction surveys at some Strategic Business Unit and we will examine ways of using customers' opinions to achieve further improvements.



### Kazuhisa Kashiwara

General Manager, Quality Promotion Department, Production Technology Division

## Activities in Fiscal 2014: Improving Customer Satisfaction

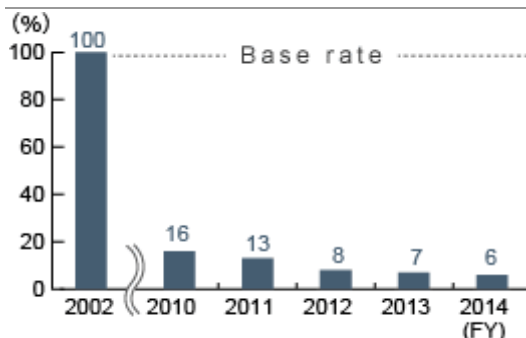
In fiscal 2014 we implemented activities under a policy of strengthening fundamental “Quality Power” to enable the “materialization of attractive products for customers”. We established the priority target of “zero complaint in 3H products”, but failed to achieve this target.

Complaints were particularly prominent as a result of insufficient risk assessment in the process of switching to mass production in products that were being “manufactured for the first time” or “being changed”. We promoted corrections by conducting audits through the course of the year, but this was not enough to eliminate the problems completely.

Overall complaints have fallen and so far we have succeeded in eliminating 94% of complaints compared to 12 years ago.

We have also sought to identify and increase customer satisfaction through daily communication with customers and by holding customer satisfaction surveys into things such as quality, deadlines and after-service.

## Customer complaint ratio (Furukawa Electric)



(note) The figures show the percentage of customer complaints, taking fiscal 2002 levels as 100%.

## Fiscal 2015 Initiative: Strengthen Fundamental “Quality Power”

In fiscal 2015 we will continue to pursue Furukawa Electric Group Quality Policy, which calls for the strengthening of fundamental “Quality Power” to enable the “materialization of attractive products for customers”, and implement the following three measures with the aim of achieving the policy.



Examining ways of strengthening “Quality Power”

### Three Measures

- Strive to “put quality into our products during the designing process” and “thoroughly complete our products’ quality activities during the manufacturing process”
- Distribution of various quality information such as customer information, corrective action and implementation of solutions equally among Furukawa Electric Group
- Promote the “visualization of quality within processes” and reduce the failure cost

What’s more, in order to continue reducing complaints we have utilized the management guidelines for 3H products set out based on the results of audits carried out during activities last year.

## Ongoing Improvement Activities at Individual Worksites

Furukawa Electric Group conducts bottom-up quality improvement activities, forming its worksite employees into circles and promoting “QC Circle Activities” that seek to resolve a variety of problems. The results of these activities are shared at Groupwide competitions held once per year.

In fiscal 2014, Furukawa Electric’s Copper Tube Division hosted a QC circle conference and presentations were given on the activities carried out at 14 circles in Japan and 4 circles overseas. The Gold Award was given to a Japan-based circle, but three of the top seven places were awarded to overseas circles, showing just how far QC circle activities have permeated overseas and contributed to improving the quality standards of the Group as a whole.



Presentation by the Gold Award-winning circle



Commemorative photograph taken with all of the participants after the QC circle conference

## Activities Proposing Solutions to Customers

Furukawa Electric Group is working to strengthen its Group-wide overseas marketing functions based on a policy of “strengthening Group Global management”. At the same time, we aim to provide customers with solutions based on our collective strength as a Group, and aim to increase levels of customer satisfaction through healthy communication with our customers.

One example of these measures is the overseas expo we hold every year. Since 2009, the expo has been held in Bangkok, Thailand;

Shenzhen and Shanghai in China; and Jakarta, Indonesia. We have held technology exhibitions showing the solutions that can be achieved through the combined strengths of Furukawa Electric Group, and we have continued to carry out proposals in line with the needs of local customers.

In November 2013, we held the FURUKAWA Innovation Expo 2013 in Sao Paulo, Brazil. There was huge interest in the Company's varied lineup of telecommunications products and auto parts that combine the technological strengths of Furukawa Electric Group, and we received numerous inquiries about next-generation energy technologies, such as super-conducting cables.

We will continue to prioritize communication with our customers and utilize customers' opinions as we go about improving the quality of our products and services.



At the Expo (Sao Paulo, Brazil)



Keynote speech given by Chairman Yoshida

## Challenges and Future Policy

We failed to achieve “zero complaints in 3H products”, which is one of the priority targets of Furukawa Electric Group Quality Policy. We have drafted 3H product management guidelines based on the results of audits carried out during activities. We plan to utilize these guidelines as we continue promoting efforts to reduce the number of complaints.

At the same time, as we seek to increase the Company's monozukuri capabilities we will continue to pursue complaint reduction activities during fiscal 2015 and seek to achieve improvements in the manufacturing process itself in ways that incorporate unique technologies so that we can achieve the “meticulous assurance of quality from the start” and the “ability to complete manufacturing”.

## Relations with Business Partners

### Optimum Purchasing on a Steady, Ongoing Basis

Furukawa Electric Group procurement policy is to establish strategic relationships with business partners to ensure optimum purchasing on a steady, ongoing basis.

#### Furukawa Electric Group Procurement Policy

**We will realize the optimal procurement for Furukawa Electric Group through global partnerships by:**

1. establishing strategic trading relationship with suppliers to create stable and sustainable procurement function.
2. stabilizing procurement of raw materials and parts for our key products.
3. implementing procurement algorithm and procedure according to the NF production system.
4. achieving mid term goals through continuous cost reduction programs and activities.
5. capitalizing on economies of scale for centralized negotiation and on practicality for decentralized procurement activities.
6. globalizing procurement.
7. engaging in green procurement and enforcing compliance.

#### Message from the General Managers

Ever since its foundation, Furukawa Electric has stayed in business by supplying people with social infrastructure and contributing to society as a supplier of products. However, our success is not just the result of hard works at our company. It is also thanks to the steady delivery by our suppliers of the raw materials we use to create products.

In the future, our business environment is likely to change even more rapidly. Under these circumstances, we will need to strengthen our supply chains further in order to continue contributing to society. We intend to use partners' meetings and partners' assessments to improve the mutual understanding we have with our suppliers, and to continue contributing to society through measures such as the promotion of CSR activities and strengthening of BCP.



#### Satoshi Tosaka

General Manager, Procurement Department, Finance & Procurement Division

## Conducting Training on Subcontracting Transactions

In order to forge sound relationships with business partners through fair transactions that comply with rules and regulations, Furukawa Electric Group provides training for employees on subcontracting transactions. In fiscal 2014, in addition to continuing with the courses we have conducted to date, we sought to ensure thorough awareness of the content of the Act against Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors (Subcontract Law).

## Partner Meetings and Partner Evaluation Scheme

Furukawa Electric seeks to deepen awareness among our business partners through regularly held Partner Meetings, where we explain the state of the Company, our procurement policy and individual company management strategies. For fiscal 2014, this meeting was held in June and was attended by 85 main business partners.

We also evaluate main business partners on the basis of quality, technology, price, delivery system, degree of social contribution and financial condition, and then hold meetings to provide feedback on our findings. In addition, we discuss the results of our evaluations with them to more closely align our awareness of procurement activities.



Partner Meeting

Furthermore, based on the results of these evaluations and lessons learned through our experience of the Great East Japan Earthquake, we requested ongoing cooperation from certain business partners on business continuity and stable supply initiatives.

In fiscal 2014, we evaluated some 300 business partners and provided feedback to them.

## Promoting CSR through Procurement Activities

Based on our CSR Deployment Guidelines for Business Partners, we work with our business partners on an ongoing basis on initiatives to ensure that our procurement activities involve thoroughly compliant and fair transactions and take into account human rights and safety, and consideration for the environment.

## Conflict Minerals<sup>(note 1)</sup>

We have addressed the issue of conflict minerals by formulating a Group policy entitled “The Responsible Sourcing of Minerals”, which we have distributed to Group companies and business partners to ensure their awareness.

In fiscal 2014, we carried out an independent survey into the main products of Furukawa Electric Co., Ltd. and its group companies. Going forward, in addition to requesting the cooperation of Group companies and our



business partners in the responsible sourcing of minerals, we will work with the Japan Electronics and Information Industries Association (JEITA), an industry organization, on initiatives targeting the responsible sourcing of minerals.

(note 1) Defined as minerals (tantalum, tin, gold, tungsten or their derivatives) that originate in or near the Democratic Republic of the Congo that may help to finance armed conflict.

## Challenges and Future Policy

As part of our partner evaluation scheme, we carry out surveys into their level of understanding of our guidelines. We intend to continue these activities with the aim of identifying and promoting CSR activities. At the same time, we also carry out surveys into BCP initiatives. We aim to use the results of these surveys to encourage our business partners' cooperation in specific activities so that together we can strengthen the BCP system through the supply chain as a whole.



## Relations with Shareholders

### Information Disclosure Policy and IR Framework

Furukawa Electric Group Basic Policy on CSR requires that the Group seeks to improve upon the sound, friendly relationships we maintain with all of our stakeholders. Our Own Regulations on the Timely Disclosure of Corporate Information meanwhile set out a framework for the disclosure of appropriate information at the appropriate time.

Based on this policy, all IR activities are conducted by the Investor & Public Relations Department and overseen by the director in charge of IR, who is General Manager of the Finance & Procurement Division.

#### Message from the General Managers

Furukawa Electric's business began with copper smelting and the manufacture of electric wires. One hundred and thirty years later, the numerous products that we manufacture based on our materials technology support the lives of people around the world in a wide variety of fields, including telecommunications, electric power infrastructure and automobile.

However, because we often work behind the scenes, shareholders and investors often tell us that they feel unfamiliar with the content of our business.

We will continue to work hard to host events such as factory tours, in addition to making regular news releases and developing the website, so that people can clearly understand and feel more familiar with our business. Your continued support is greatly appreciated.



#### Osamu Suzuki

General Manager, Investor & Public Relations Department, Finance & Procurement Division

### Relations with Institutional Investors and Securities Analysts

In addition to holding management briefings (covering interim and year-end results and mid-term plans when announced) for institutional investors and securities analysts, we actively encourage communication all year round.



Briefing for institutional investors

## Relations with Individual Investors

In October 2013, we held our 6th plant tour for individual investors. Visitors were selected by lottery from among those who responded to an open invitation, with 88 people invited to attend out of the 853 who responded. During the tour, we offered participants a number of opportunities to get a feel for Furukawa Electric. We introduced our production processes for copper products and visited a hydroelectric power station. The tour also featured a simple explanation on the phenomenon of superconductivity.



Copper rolling plant (A close-up look at the hot-rolling process)



Superconductivity experiment (Explanation including experience of the phenomenon of superconductivity)

## Returning Profits to Shareholders

Furukawa Electric considers the appropriate return of profits to our shareholders to be one of our most important policies. Our basic policy is to continue making steady dividend payments in consideration of future business developments and in anticipation of the Company's future profitability trends and financial status from a long-term perspective.

Regarding dividend payments in the fiscal year ended March 31, 2014, in consideration of the need to improve the financial structure, make growth strategy investments with a focus on the infrastructure and automotive markets and make investments aimed at developing the next generation of business to build a platform for sustainable growth, the Company decided to award a year-end dividend of ¥3.0 per share. Regarding dividend payments in the fiscal year ended March 31, 2015, in consideration of the fact that the Company is still in the process of recovering its operational performance and improving its financial structure the Company expects to forgo the interim dividend and award a year-end dividend of ¥3.0 per share.

## Relations with Employees

### Personnel Management

#### Personnel Management Policy

Our basic personnel management policy focuses on continuously creating human resources who are capable of putting the Five Principles of the Furukawa Electric Group Credo into practice on their own initiative.

#### THE FURUKAWA ELECTRIC GROUP CREDO

1. Maintain high ethical standards, and value honesty and integrity above all.
2. Continually improve, innovate, and lead, in every area of endeavor.
3. Take a hands-on approach that addresses the reality of every situation - in the office, at the factory, and on site.
4. Be proactive - take the initiative and work with others, persevering until a solution is found.
5. Maintain open channels of communication between departments and divisions, so that we can share ideals and help each other grow.

#### Basic approach

We believe that a workplace environment that encourages among all employees compliance and consideration for human rights serves as the foundation upon which employees can maximize their capabilities. On this basis, we are devising and introducing a personnel system that will harness employees' diverse abilities and personalities. This should encourage employee creativity, setting the cornerstone for "continuous technological innovation."

#### Challenges and Future Policy

Under the Fiscal 2015 Medium-term Management Plan, we are focusing on fostering "resilient human resources" capable of succeeding in stiff global competition with the aim of providing strong foundations for the whole group's growth in response to major changes in our business environment; at the same time we have set ourselves the mission of constructing a collaborative environment to allow us to involve our affiliated companies both in Japan and overseas and to focus on "policies that strengthen top management" and "reforms to our organizational culture/ policies to improve human resources policies" as policies that can contribute to the Group's Global management. Specifically, we will set out a direction for employees to develop their abilities while at the same time implementing individual policies from the perspectives of "recruitment and allocation", "assessment", "remuneration" and "personnel systems", as well as "skills development" with a focus on strengthening the cultivation of global human resources.

## Principal Measures Pertaining to the Group's Global Management

<b>Measures to Strengthen Top Management</b>	<ol style="list-style-type: none"> <li>1. Review performance evaluation structures and compensation systems (directors and managers)</li> <li>2. Introduce succession plans to create a human resources database and assign personnel strategically, etc.</li> </ol>
<b>Measures to Improve the Corporate Culture and Policies to Improve Human Resource Measures</b>	<ol style="list-style-type: none"> <li>1. Formulate and execute a basic policy on skills development and FM-Career Design (new standards for allocation of human resources)</li> <li>2. Develop candidates for overseas postings through measures such as reviewing training curricula and dispatching junior employees overseas</li> </ol>

### Message from the General Managers

In order for Furukawa Electric Group to succeed and achieve sustainable growth in a rapidly-changing and globally-competitive landscape, it is important that we “foster tough human resources” capable of overcoming numerous challenges and “build a collaborative environment” with a view to enhancing our cross-organizational strength.

For this reason, we have implemented new initiatives, including FM-Career Design (a personnel system that encourage individuals with the skills and desire to take on new challenge by using career-building through systematic placements and fluidity in human resources in order to promote the revitalization of organizations which can enhance the creation of innovation ideas) and the Global Challenge Program (GCP; a program that aims to promote overseas experience among junior employees).



As we seek to strengthen Group Global management, it is essential that individual employees with diverse ways of thinking, skills and backgrounds exchange honest opinions in a free and open manner, irrespective of traits such as age, gender or nationality, and that they act with true motivation. Moving forward, by actively promoting diversity management we intend to accelerate efforts to build an atmosphere and culture that allow diverse human resources to display their true strengths.

### Taizo Matsumura

General Manager, HR & Administration Department, Administration & CSR Division

## Human Resources Development

### Enhancing Educational Programs

We are undertaking initiatives that further management's aim of training human resources suited to steadily execute Furukawa Electric Group reforms. We have prepared a number of learning opportunities, including conducting training courses and e-learning and supporting efforts to earn qualifications, in our bid to cultivate sensitive human resources who can think and act for themselves. In this manner, we are working to encourage personal growth and maximize our organizational capabilities, while at the same time promoting a mindset that emphasizes Group management.

[Educational System Tree \(PDF1,064KB\)](#)

<http://www.furukawa.co.jp/english/csr/social/training.pdf>

In rank-based training, we hold workplace discussions and strive to link observations to actions, rather than conducting one-off training. Our OJT Leader System seeks to go beyond differences in age and rank in promoting a shared awareness of issues, targeting organizational reform through the practice of operating an organization and cultivating a sense of cooperation. For middle-ranking leaders, we conduct training designed to help them analyze situations logically, identify issues and plan measures to resolve them, as well as honing the sensitivity that leadership requires. By holding joint training camps with the employees of affiliated companies, we are aiming at Group-wide human resource development.

### Training Leaders Suited for the Global Environment

We launched the Global Business Leader Training Program in fiscal 2007 for the training of future management personnel. More than 100 graduates of this program are currently at important posts in Furukawa Electric and at our affiliates in Japan and overseas.

In fiscal 2014, we have launched the Global Mindset Program (GMP) to cultivate human resources capable of operating on a global stage. This program hones global awareness and an understanding of diversity, as well as training participants in identifying and resolving issues on their own. We are expanding the program, focusing in particular on global training for people assigned to overseas positions and in roles that support overseas operations.

What's more, starting in fiscal 2015 we began operating the Global Challenge Program (GCP), which is a training program that dispatches junior employees overseas.

## Global Human Resources Training System



Moreover, among our training programs for local employees of overseas affiliated companies, in fiscal 2011 we began conducting the Global Development Program (GDP) in Japan for leaders at overseas companies. The program aims to deepen their understanding of the Furukawa Electric Group and encourage their interaction with Japanese employees, energizing both groups and cultivating an international sense.



Presentation



Group photo

### Strengthening the Genba-Ryoku Project

Since fiscal 2009, Furukawa Electric has been pursuing initiatives to bolster the manufacturing capabilities of its production sites. These activities focus on cultivating *genba-ryoku* (worksite capabilities) by encouraging people at its production sites to think for themselves and act on their own initiative for the good of the customer.

Since fiscal 2010, our works have implemented Chief Operator Training and Mid-level Operator Training in order to transmit the required knowledge to mid-level staff in the manufacturing workplaces. In fiscal 2011, we



launched the Basic Program, which seeks to promote an improvement in the overall skills and knowledge of our workers. Through these training programs, we have sought to increase the motivation towards work of employees in the manufacturing workplaces under the Genba-Ryoku Enhancement Project, promoted the transmission of techniques and skills, and sought to revitalize monozukuri capabilities in the workplaces.

What's more, since fiscal 2014 we have held Junior Monozukuri Staff Training for junior technical staff and sought to promote a workplace culture in which the manufacturing workplace and technical staff share the common language of seeking to strengthen "genba-ryoku".



Lecture scene of Mid-level Operator Training



Completion ceremony for Junior Monozukuri Staff Training

In September 2010, we established the Genba-Ryoku Enhancement Training Center at the Yokohama Works and we have used the Center for a variety of joint training programs across the Group. Specifically for new employees (and as part of our training programs for both technical and business employees), we offer Monozukuri Training, through which trainees work in teams to find solutions to customers' demands. We also provide Processing Experience, which gives trainees experience of the difficulty of manufacturing, and Risk Awareness training, which increases recognition of the dangers of the manufacturing workplace.



Monozukuri Training for new employees  
(Processing Experience)



Monozukuri Training for new employees  
(Risk Awareness)



Furukawa Electric also includes Japan-based affiliated companies in its Genba-Ryoku Training Program. We have also started to include some overseas affiliated companies in the training. Our group companies are working together to strengthen monozukuri capabilities in both Japan and overseas.

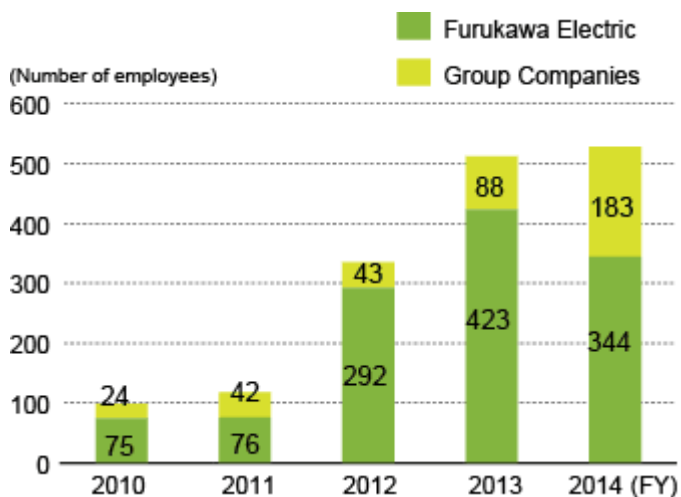


2S drills at China FAS



Anzen Dojo (safety education) training for employees at FISA in Brazil

### People Undergoing Genba-Ryoku Reinforcement Training



## Diversity

### Diversity in Hiring

Furukawa Electric is actively recruiting international personnel and international students to support the globalization of our business.

Furukawa Electric Group has a number of initiatives underway to recruit talented personnel. In addition to information exchanges to share know-how on hiring within the Group, we hold Furukawa Electric Group Forum held in Tokyo and Osaka, at which we conduct briefings in conjunction with Group affiliates, and work proactively demonstrate the appeal of Furukawa Electric Group to students.

### Hiring the Disabled

Furukawa Electric established Furukawa Newleaf Co., Ltd. as a special subsidiary in 2004 to actively employ people with intellectual disabilities. This is one of our efforts to increase the percentage of people with disabilities that we employ.

The company handles cleaning operations at the compounds of our works and currently employs a total of 37 people with disabilities, 14 at the Hiratsuka Works, 21 at the Chiba Works and 2 at the Mie Works. The company also provides individualized guidance on everything from matters of daily conduct in the company through the building of good human relationships to assist employees with intellectual disabilities in becoming independent members of society.

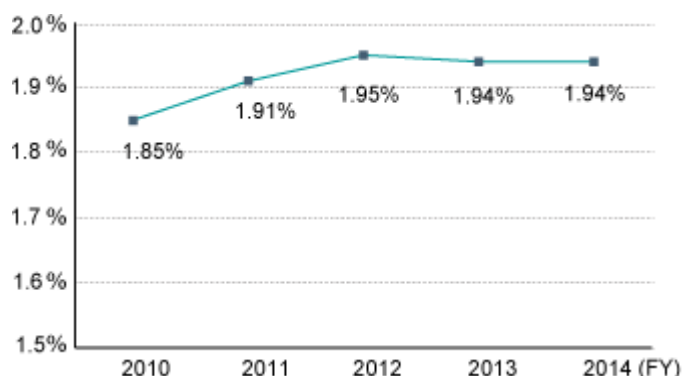
We also invite parents and guardians of children with no work experience to tour our work and guidance sites, so as to better understand our efforts involving the employment of people with disabilities.

Our employment ratio of people with disabilities was 1.94% in fiscal 2014, which unfortunately failed to meet the statutory target. However, we are working to increase this employment ratio further by expanding the operations of our special subsidiary.



Furukawa Newleaf Co., Ltd., employees in action

### Ratio of employees with disabilities (Furukawa Electric)



### Internships

Ever since the Japanese government introduced a system of internships in 1997 as part of an industry-academia-government collaboration, in our role as a manufacturer Furukawa Electric has taken on numerous science and engineering interns with the aim of contributing to the fostering of Japanese technicians of the future. We have already taken on more than 200 students across our various workplaces. In recent years, we have also actively sought to accept students from overseas universities in addition to Japanese universities.



Internship training at Nikko Works



### Upgrading and Enhancing Workplace Environments

#### Volunteer Leave System, Refresh Leave System

To support individual employees' efforts to participate in social contribution activities, we have in place a Volunteer Leave system for people who have been employed for one year or more. When we introduced this system in 2011, it was limited to volunteers in support of restoration and reconstruction activities following the Great East Japan Earthquake. We lifted this restriction in May 2012, expanding its use to uncompensated social contribution activities. Going forward, we plan to continue supporting employee participation in social contribution activities.

Also, in 2011 we inaugurated a Refresh Leave System whereby employees in their 25th year of employment can take from 14 through 31 consecutive leave days per year. Taking this sort of leave is designed to help workers enliven their performance, give them an opportunity to review work we handle as an organization and enhance their work-life balance (the balance between work and home life). We also provide a scholarship fund of 300,000 yen, which is limited to employees who have acquired leave, in order to provide financial support to the variety of activities they are involved in during their periods of leave.

### My Volunteer Activity Report

#### I volunteered as a race official at the National Sports Festival of Japan at Nikko 2014

##### Kazuhiro Takashiba

Research & Development Division Metal Research Laboratories

I used Volunteer Leave for five days from January 28, 2014 to act as a speed skating official at the 69th Winter National Sports Festival Skating Tournament (held in Nikko City, Ibaraki Prefecture).

I was a photo finish judge. For one year before the tournament I attended numerous tournaments and received instructions from judges across Japan. A race contains a maximum of 12 skaters and the finishing line can be chaotic. It can be very difficult to make a decision with the naked eye. For this reason, we photograph the moment the skaters cross the line and record their finishing order and times.

The job doesn't allow you to relax for a moment, but the more you do it the more the photographs teach you just how hard the skaters are striving, and I got a true sense of how exciting the role of an official can be and how wonderful it is when people give their all to what they do.

I want to make the most of these experiences to continue playing my own small role and volunteering whenever possible.



At a competition

## My Refresh Leave

### Refresh Leave at Izumo Shrine, where the kami come to meet!

#### Tsutomu Saito

Copper Foil Division Technical Support Department

I took Refresh Leave from October 15 to November 15, 2013.

2013 marked a significant year of “Sengu” (shrine renewal) because the “Sengu” of Ise Grand Shrine and Izumo Grand Shrine coincided, which is something that happens only once every 60 years. I made the most of this opportunity to visit Izumo Grand Shrine in Shimane Prefecture. October is the month that countless kami are said to come together and meet in Izumo. Outside Izumo, October is referred to as Kannazuki (the month when the kami have gone away) but in Izumo it is called Kamiarizuki (the month when the kami are present).

I was blessed with clear skies during my trip and I enjoyed visiting historical buildings, listening to the myths from Izumo, and eating famous local produce.

I also spent time helping my parents visit hospital and watching the films I had wanting to see, and it was a very useful period of leave for me.



View of the main shrine at Izumo Shrine

## Coreless Flextime System

Furukawa Electric operates two types of core-time (during which employees must be in attendance at work) with the aim of achieving flexible and efficient working practices in accordance with the needs of the workplace environment - standard core-time (10:00 to 15:00) and short core-time (13:00 to 14:00).

In June 2013, “coreless flextime” (in which no core-time is set) was officially added to the existing two types of core-time. As a result, more efficient work became possible by allowing employees to avoid work during core-time for the purposes of starting up or maintaining equipment during night shifts, carrying out testing that requires attendance throughout the day and night, and dealing with overseas bases with time differences.

In the future, we intend to continue facilitating diverse working practices and making efforts to build an environment that supports a work-life balance.

## Human Rights Awareness

The Furukawa Electric Group CSR Code of Conduct stipulates that we work to respect human rights, prohibiting discriminatory treatment and human rights infringement as well as prohibiting harassment. We have also established a consultation desk concerning human rights concerns that can be accessed from within or outside the company, and consultations by employees are promptly responded to jointly by the HR & Administration Department and the CSR Department in the event that issues are reported. As of the end of fiscal 2014 there had been no cases of involving human rights concerns within Furukawa Electric.

Furthermore, from the perspective of prevention, we have in place a rank-based training curriculum, including executives and managers at affiliated companies. The curriculum centers on raising awareness, covering such matters as prohibition of discrimination against female employees, promoting employment of seniors and people with disabilities, and improved understanding of Japanese social integration issues.

## Improving the Working Environment through Labor-Management Opinion Exchanges

Furukawa Electric maintains a basic position that both labor and management should endeavor to engage in sincere discussions, and therefore we focus on issue resolution and deepening mutual understanding.

We hold our Central Management Briefings twice annually for public exchanges of opinion between labor and management. We have conducted such meetings for 62 years, since 1952. As of May 2014 we had held these briefings 123 times. Representatives from labor and management exchange frank opinions and share information about a broad spectrum of items at these briefings, such as the business environment, management, and topical matters.

We also have in place various committees such as the Personnel System Exploratory Committee and the Committee for Studying Shorter Hours that are designed to improve the working environment, which management and labor discuss on a daily basis. These discussions lead to improvements in various systems and strengthen monitoring functions, such as compliance response and the implementation status of other CSR activities.

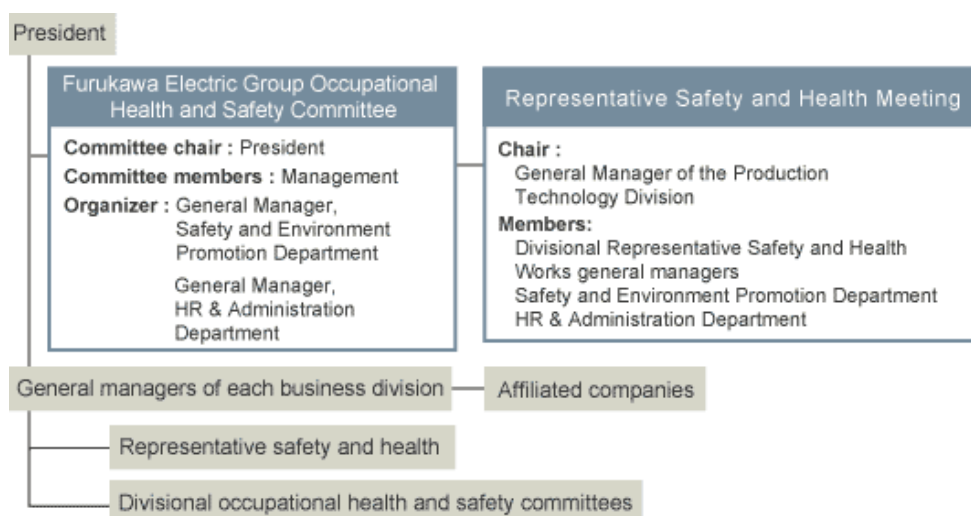


## Occupational Health and Safety

### Occupational Health and Safety Management Promotion System

In line with the new medium-term plan's policy of strengthening Group management, we have revised our activity promotion structure. To this end, in fiscal 2014 we have established Furukawa Electric Group Occupational Health and Safety Committee, chaired by the president. This committee, comprising members of management, deliberates, determines and follows up on policies and measures related to occupational health and safety activities throughout the Group.

#### Promotion Framework



### Status of Activities and Future Initiatives

Looking at our safety record during fiscal 2014, we failed to reach our target of one or fewer accidents requiring leave, as three occurred. As a result, we have set about reforming our corporate culture to keep from taking a backward step on our safety record and strengthening initiatives toward our goal of zero accidents and zero hospitalizations.

In fiscal 2015, we established a basic policy for the Group. The core tenets of our basic policy for fiscal 2015 naturally include legal compliance, as well as content linked to reforming the corporate culture, such as "Becoming a Safety Conscious Person" and "Realizing Fundamental Safety".

Specifically, we have set forth the following five items.

1. Endeavor to eradicate accidents in accordance with the objectives of the Industrial Safety and Health Act.
2. Reduce accident risks by realizing "fundamental safety".
3. Develop "safety conscious person" through communications and using the 5S.
4. Aim at self-management through self-checks, maintenance and improvement.
5. Practice Group health management activities through mental and physical health improvement.



## Message from the General Managers

Every single employee who works for Furukawa Electric Group should be able to work in a safe and healthy way.

“Safety”, including hygiene, takes priority above everything else. We believe that “Safety” as a foundation for monozukuri protects people's lives, the “Environment” protects life on earth, “Quality” protects the life of a product, and “Efficiency” protects the life of our business; consequently, we prioritize these goals in this order.



From fiscal 2014, we have established the following two key pillars to our policy: “Becoming a Safety Conscious Person” and “Realizing Fundamental Safety”.

We have used a five-scale health and safety management assessment system to evaluate “Becoming a Safety Conscious Person” from the perspective of “increasing knowledge and changing attitudes”; and to evaluate “Realizing Fundamental Safety” from the perspective of “fundamental reviews of facilities and processes”. At the same time, we aim to use workplace activities to build a company that allows all of its employees to work with peace of mind.

### Hisashi Iwama

General Manager, Safety & Environment Promotion Department, Production Technology Division

## Acquisition of Occupational Safety and Health Management System (OSHMS) Accreditation

The system that Furukawa Electric Group has constructed has demonstrated its effectiveness in preventing labor accidents. We are promoting the creation of this system and its third-party accreditation.

As of March 31, 2014, we had acquired management system accreditation <sup>(note 1)</sup> at the following sites.

Company	Site	Date acquired
Furukawa Electric Co., Ltd.	Chiba Works	January 13, 2009
Furukawa Electric Co., Ltd.	Hiratsuka Works	November 15, 2010
Furukawa Electric Co., Ltd.	Mie Works	November 15, 2010
Furukawa Electric Co., Ltd.	Nikko Works	March 23, 2012
Furukawa Electric Co., Ltd.	Copper Tube Division	December 20, 2012
Furukawa Magnet Wire Co., Ltd.	Mie Plants	November 15, 2010

(note 1) Organizations covered by the Occupational Safety and Health Management System are certified as meeting JISHA standards.

## Presentation on Health and Safety Activities

Furukawa Electric holds presentations to showcase its health and safety activities, honoring those of particular merit. Each works conducts its own presentations, with selected groups announcing their activities at the companywide presentation.



## Educating Employees at “Anzen Dojos”

Furukawa Electric has placed “Anzen Dojos” (safety education centers) at manufacturing sites to enable employees to get a sense of the dangers. These centers are designed as educational facilities where employees can experience various dangers, such as heavy items, edged tools, work in high places, revolving equipment and electricity, to raise their sensitivity to danger.



## Executive Follow-up on Accidents

Furukawa Electric's officers with responsibility for safety carry out accident follow-up activities, including follow-up on the accidents that occurred in the previous fiscal year. They check up on the appropriateness and effectiveness of measures, exchange opinions in the pursuit of “Realizing Fundamental Safety”, and work hard to prevent recurrences.



## Manufacturing Works Patrols/Factory Checks

Each month, patrols are conducted at our manufacturing works to identify sources of danger and make improvements. In addition, once each year a person in charge of health and safety at another manufacturing works performs a factory check, conducting inspections from a different point of view to confirm that no dangers have been overlooked.

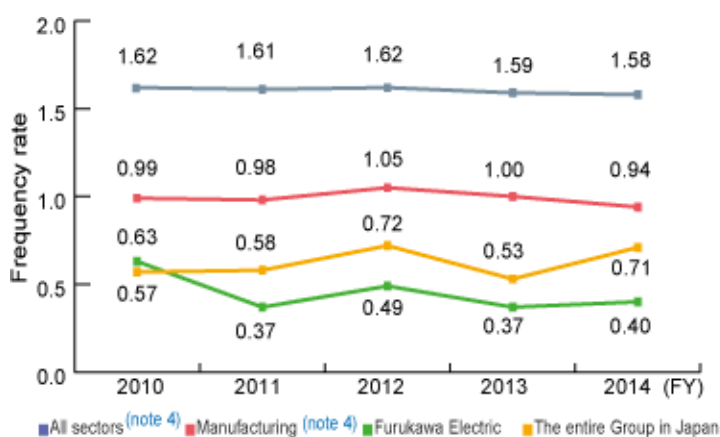


We also conduct factory safety checks at Group companies, thereby extending the effectiveness of these activities throughout the Group.



## Labor Accidents

In fiscal 2014 (April 2013 to March 2014), the frequency rate of accidents requiring leave <sup>(note 2)</sup> increased both for Furukawa Electric on a standalone basis and for the domestic Group as a whole <sup>(note 3)</sup> and there was a slight deterioration from the previous fiscal year.



(note 2) Frequency = (Accidents resulting in injury or death / total working hours) x 1 million

(note 3) The scope of data collection for fiscal 2014 encompassed employees and temporary workers at Furukawa Electric and 38 affiliated companies in Japan.

(note 4) Data for “All sectors” and “Manufacturing” are based on the results of surveys carried out by the Ministry of Health, Labour and Welfare.

### The frequency rate of accidents (38 affiliated companies in Japan)

- |   |  |
|---|--|
| 1 Access Cable Company  | 21 Furukawa Sangyo Kaisha, Ltd.                    |
| 2 FCM Co., Ltd.   | 22 FURUKAWA C&B CO., LTD.                          |
| 3 Okano Electric Wire Co., Ltd.                                 | 23 FURUKAWA INDUSTRIAL PLASTICS CO., LTD.          |
| 4 Okumura Metals Co., Ltd.                                      | 24 Furukawa Precision Engineering Co., Ltd.        |
| 5 NTEC Ltd.   | 25 Furukawa Research Inc.                          |
| 6 KANZACC Co., Ltd.,  | 26 Furukawa Electric Ecotec Co., Ltd.              |
| 7 Shodensha Co., Ltd.   | 27 Furukawa Electric Industrial Cable Co., Ltd.    |
| 8 Seiwa Giken Inc.  | 28 Furukawa Electric Power Systems Co., Ltd.       |
| 9 VISCAS Corporation  | 29 The Furukawa Battery Co., Ltd.                  |
| 10 The Foam Kasei Co., Ltd.                                     | 30 Furukawa Nikko Power Generation Inc.            |
| 11 Furukawa S&D Co., Ltd.                                       | 31 FURUKAWA NEWLEAF CO.,LTD.                       |
| 12 Furukawa Techno Material Co., Ltd.                           | 32 FURUKAWA NETWORK SOLUTION CORPORATION           |
| 13 Furukawa Electric Advanced Engineering Co., Ltd.             | 33 FURUKAWA FINANCE AND BUSINESS SUPPORT CO., LTD. |
| 14 MYOJYODENKI. Co.Ltd.   | 34 Furukawa Logistics Corp.                        |
| 15 UACJ Corporation   | 35 Furukawa Magnet Wire Co., Ltd.                  |
| 16 Next Generation Power Device Technology Research Association | 36 FURUKAWA LIFE SERVICE Inc.                      |
| 17 TOTOKU Electric Co, Ltd.                                     | 37 Miharu Communications Inc.                      |
| 18 FITEC Corp.  | 38 Riken Electric Wire Co., Ltd.                   |
| 19 Furukawa Automotive Systems Inc.                             |  |
| 20 Furukawa Elecom Co., Ltd.                                    |  |

From fiscal 2014, we have included data from overseas Group companies in the accident statistics data. The data includes both accidents requiring leave and accidents not requiring leave. The frequency rate of accidents for the Group as a whole in fiscal 2014 was 1.78.

### Healthcare for Employees Working Long Hours

In accordance with the Guidelines issued by the Labor Standards Bureau entitled “Measures to be Taken by Employers to Prevent Health Impairment Due to Overwork”, we strive to manage the health of employees who work long hours by implementing strict limitations on working hours based on the results of health checkups and by arranging consultations for such workers with industrial physicians.

### Mental Health Education

We began conducting mental health measures in fiscal 2003, and we have provided both managerial and general employees with education and training programs to which industrial physicians and industrial nurses are invited as lecturers. In the past, stress control training for employees aged 30-35, workplace mental health training with a focus on Work Engagement<sup>(note 5)</sup>, and Pleasant Workplace Discussion Sessions aimed at improving the workplace environment have been implemented across the company. We have sought to revitalize both individuals and workplaces.

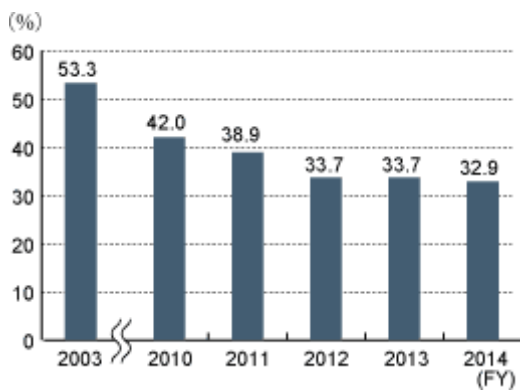
In fiscal 2015 and fiscal 2016, Self-care Training and Line Care Training programs will be implemented with the aim of helping all employees in their early forties and middle-ranking managers to respond to all types of change.

(note 5) A mental health concept pertaining to motivation, devotion, and energy regarding work

### Strengthening Smoking Measures

In fiscal 2004, we commenced measures to counter smoking in earnest, introducing programs to prevent exposure to passive smoke and encourage quitting smoking. As a result of such activities, the percentage of smokers among male employees has fallen by approximately 20 percentage points over 10 years. We aim to switch to a smoking ban during working hours in fiscal 2018 and to an entirely smoke-free workplace by fiscal 2021 at the latest, and have continued to adopt a multifaceted approach with the following three main approaches: sharing information, supporting efforts to quit smoking and creating a smoke-free environment.

### Smoking rates among Furukawa Electric employees (male)



### Responding to Asbestos-Related Health Issues

During the period from fiscal 2006 to 2007, we once again investigated workplaces that previously handled asbestos products and we organized medical examinations focused on asbestos for all relevant employees. We also sent out notices urging retired employees who worked at the relevant sites to undergo medical examinations.

As of March 31, 2014, three people have been confirmed as being involved in industrial accidents, and symptoms have been detected in nine.

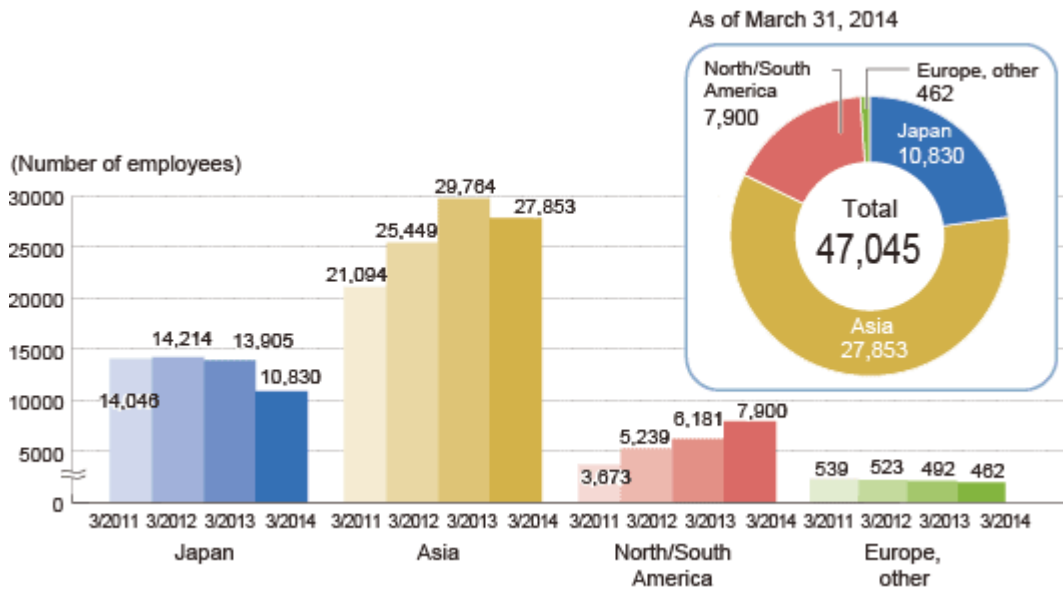
#### Results of Medical Examinations

- People confirmed as having been in industrial accidents: Three (of whom one died of mesothelioma and one died of lung cancer)
- People in whom symptoms detected: Nine (of whom one currently in employment and eight retired)

## Employee Data Book

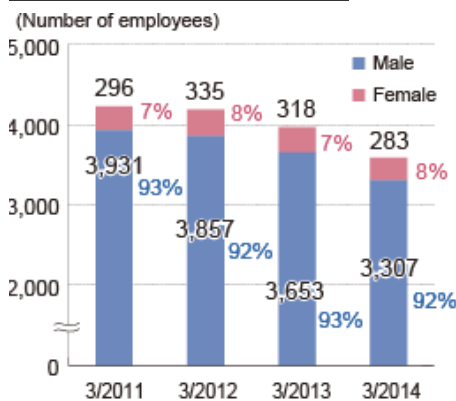
### Group Data (Consolidated)

#### Number of Group Employees by Region

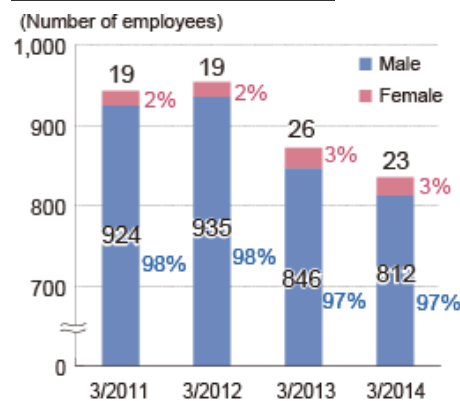


### Furukawa Electric Data

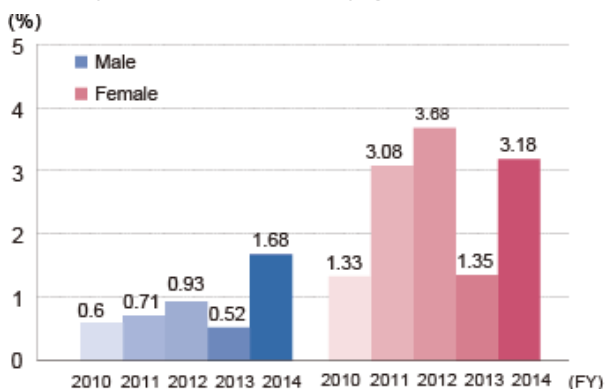
#### Gender ratio of Employees



#### Gender ratio of Managers



#### Employee turnover rate by gender



**Recruitment figures by gender**

		Fiscal 2009	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014	Fiscal 2015
Specialized staff	Male	84	79	73	66	49	26	21
	Female	17	13	9	12	10	6	5
	<b>Total</b>	101	92	82	78	59	32	26
	Foreign nationals	1	4	4	2	3	0	1
Professional staff	Male	86	44	15	21	2	0	0
	Female	1	0	0	1	0	0	0
	<b>Total</b>	87	44	15	22	2	0	0

**Average pay by gender (Unit: Yen)**

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Male	6,730,669	7,130,016	7,148,857	6,922,703	7,164,395
Female	4,478,994	4,708,913	4,591,206	4,554,577	4,802,456
<b>Average</b>	<b>6,551,629</b>	<b>6,929,268</b>	<b>6,747,553</b>	<b>6,570,185</b>	<b>6,851,869</b>

**Ratio of labor union membership (Unit: %)**

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Male	99.64	99.68	99.75	99.67	99.72
Female	97.56	97.11	98.23	98.62	98.07
<b>Total</b>	<b>99.46</b>	<b>99.45</b>	<b>99.61</b>	<b>99.57</b>	<b>99.57</b>

**Overtime (Unit: Average hours per month)**

	Fiscal 2009	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Direct work	21.62	23.36	24.15	23.84	24.33	26.17
Indirect work	18.44	14.06	17.03	17.45	18.14	19.27
<b>Average</b>	<b>20.1</b>	<b>17.75</b>	<b>19.72</b>	<b>19.85</b>	<b>20.46</b>	<b>21.83</b>

**Regular annual leave**

Item	Fiscal 2009	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Unit
Days carried over per person (A)	22.5	22.0	22.6	21.8	22.1	Days
Days granted per person (B)	24.0	23.9	23.9	23.6	23.7	Days
Days acquired per person (C)	13.6	13.3	13.1	13.0	14.1	Days
<b>Acquisition rate (C÷B)</b>	<b>56.7</b>	<b>55.6</b>	<b>54.8</b>	<b>55.1</b>	<b>59.5</b>	<b>%</b>

(note) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year. Figures for fiscal 2014 are calculated for the annual leave year that has not yet concluded.



**People taking volunteer leave**

	Fiscal 2012	Fiscal 2013	Fiscal 2014
Female	0	0	0
Male	1	5	5
<b>Total</b>	<b>1</b>	<b>5</b>	<b>5</b>

(note) Fiscal 2014, five people took advantage of this leave, bringing the total number to date to eight.

**People taking refresh leave**

	2011	2012	2013
Female	1	4	2
Male	63	77	74
<b>Total</b>	<b>64</b>	<b>81</b>	<b>76</b>

(note) 1 Refresh leave is calculated on a calendar basis (January 1 to December 31)

2 Refresh leave is a system that accords employees who have worked for 25 years continuous leave of between 14 and 31 days.

**People taking maternity/paternity leave**

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Female	39	35	35	33	22
Ratio of employees returning to work (%)	100.0	97.1	97.1	97.0	95.5
Male	4	4	10	7	5
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0
<b>Total</b>	<b>43</b>	<b>39</b>	<b>45</b>	<b>40</b>	<b>27</b>
<b>Ratio of employees returning to work (%)</b>	<b>100.0</b>	<b>97.4</b>	<b>97.8</b>	<b>97.5</b>	<b>96.3</b>

**People taking nursing care leave**

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Female	0	0	0	0	0
Ratio of employees returning to work (%)	-	-	-	-	-
Male	0	1	2	2	0
Ratio of employees returning to work (%)	-	100.0	100.0	100.0	-
<b>Total</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>
<b>Ratio of employees returning to work (%)</b>	<b>-</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>-</b>

## Relations with Communities

### Furukawa Electric Group Basic Policy on Social Contribution Activities

(Revised March, 2011)

Furukawa Electric Group will continuously undertake social contribution activities focusing on nurturing future generations, promoting sport and culture, and living in harmony with the natural environment and local communities, in addition to its business-related activities, in order to maintain and strengthen community ties built over centuries and create a better tomorrow for future generations.

### Basic Policy

Furukawa Electric Group have continued to conduct social contribution activities that are rooted in the local community. Going forward, we will strengthen these actions further along the three dimensions of nurturing future generations, promoting sport and culture, and living in harmony with the natural environment and local communities.

### Challenges and Future Policy

In the charity event held to support Reconstruction from the Great East Japan Earthquake, we conducted a questionnaire survey on “social problem-solving and contribution”, “activities unique to our company”, and other themes. The results have shown that people are highly interested in “promotion of sports”, “use of natural energy”, and “technology and Monozukuri (manufacturing) education”. We will implement programs utilizing our uniqueness in line with Furukawa Electric Group Basic Policy on Social Contribution Activities.

## CSR Awards

### Fifth CSR Awards

Furukawa Electric established the CSR Awards to recognize the social contribution or environmental preservation efforts of our subsidiaries that notably exceed their regular business. CSR Award-winning companies work on a daily basis to continue contributing to society through these activities.

#### Social Contribution Award

Furukawa Sangyo Kaisha, Ltd.

As for assistance to the areas affected by the Great East Japan Earthquake, Furukawa Sangyo has participated in reconstruction there through its core business. In 2013, we carried out a new activity, “Affected Area Tour Training” in cooperation with a local NPO. A total of 26 of our employees, mainly young workers, made a two-day-visit to the quake-hit areas in Miyagi Prefecture where they interacted with disaster victims and helped

improve a seawall as volunteers. We received messages from the victims who said things like “It was very nice talk to them”, and “They took our sorrow seriously”. We even more keenly realized how important it is to express gratitude. At the briefing session in the company held after the training, we shared the participants’ valuable experiences. In order to contribute to reconstruction in the region, we will develop emotional connections through not just our products but also through “sympathy” by continuously conducting such training.



Social gathering with the local NPO staff and the quake-victims



Volunteer activity in “Millennium Hope Hills” in Iwanuma City

## Environmental Preservation Award

### Furukawa Industrial S.A. Produtos Eletricos [FISA] (Brazil)

FISA has worked ahead of the industry to prevent environmental pollution and reduce CO<sub>2</sub>. One such effort is the collection and recycling of LAN cables (Green IT Program) that started in 2008. FISA further developed this initiative and its LSZH (Low Smoke Zero Halogen) LAN cable was eventually certified by Associação Brasileira de Normas Técnicas (ABNT) as an eco-friendly product and given an eco-label. It had to ask not only its own employees but also its suppliers, customers, and logistics companies for cooperation since obtaining the label requires a product to be eco-friendly throughout its life cycle. The Curitiba Factory mainly made efforts, and as a result, FISA was certified in August 2011; it is a certification that has been maintained. As of June 2014, no LAN cables of other companies have obtained the eco-label certification, and this certification has led to not only the conservation of the global environment but also increased Furukawa’s strong brand.



Eco-label certification

### Activities to obtain and maintain eco-labels

- **Development:** All raw materials complying to RoHS Directive
- **Manufacturing:** Reducing energy consumption, water consumption and industrial waste
- **Sales & Logistics:** Efficiency improvement of accommodation of products into truck
- **Disposal & Collection:** Constructing a recycling system of products

### Environmental Preservation Award

#### Furukawa Electric Autoparts Philippines Inc. [FEAP] (Philippines)

FEAP, mainly CSR team members continuously work on volunteer activities such as cleanup and repair of school facilities and assistance in nursing homes. Of the volunteer projects, we participate in ones in Mt. Makiling and around Lake Caliraya every year with the aim of nurturing future generations, living in harmony with local communities, and preserving the environment. FEAP is involved in efforts to preserve natural, precious and vanishing environments and ecology by restoring pavement (eco-trail) in Mt. Makiling and Planting around Lake Caliraya.



Restoring pavement in Mt. Makiling



Planting trees around Lake Caliraya

### Activities in Each Region

#### Activity Topics

#### Hiratsuka City <Citizen's Academy> Field Trip for Adults (Furukawa Electric, Hiratsuka)

The Hiratsuka Works accepted "Field Trip for Adults," one of the Citizen's Academy courses hosted by the central community center. The first-ever course in Hiratsuka City allowed Hiratsuka citizens to visit three manufacturers including our company in the city. We explained the philosophy, history, businesses, and overview of our company and the Hiratsuka Works, and then, showed the participants the actual Monozukuri (manufacturing) in our factory. During the tour and the Q&A session, we received a great many questions, which made us aware that people are very



interested in Monozukuri. It was also a good chance for us to have neighborhood residents deepen their interest and understanding of what our works is doing. We will continue to actively interact with them.

## Town Autumn Concert (Furukawa Automotive Systems Inc.)

Furukawa AS accepts trainees from Vietnam. Their dormitory is in the region of Kawasebaba Station, Hikone City, Shiga Prefecture where the residents' association holds an annual event, the "Autumn Concert."

In 2013, our (Furukawa AS's) trainees were invited to the concert. The trainees introduced Vietnam to local people, showing them slides, and sang and danced dressed in their ethnic costume, which promoted friendship and had the locals more deeply understand Vietnam.



The event gave the trainees and the local residents an opportunity to become familiar with each other. We will further deepen our relationship in ways like greeting each other every morning and evening.

## VOICE

I completely felt comfortable with people in the town in just a day. I hope to have more opportunities like this to interact with people there.

This event deepened our relationship with the local residents. I made friends in just a day.

NGUYEN THI KIM DUYEN, VO THI VAN

Production Section,

Furukawa Automotive Systems Inc.





## Activities in Each Region

Our group implements different regional activities.

### Nurturing Future Generations

**Example: Supporting and cooperating to offer work experience to elementary, junior and senior high school students**

- Furukawa Electric Co., Ltd.  
(Chiba Works, Hiratsuka Works, Nikko Works, Copper Foil Division)
- Access Cable Company
- Furukawa Electric Power Systems Co., Ltd.
- Okano Electric Wire Co., Ltd.
- The Furukawa Battery Co., Ltd.
- Furukawa Logistics Corp.



Showing a 40tons forklift during the plant tour by the local elementary school  
**Furukawa Electric and Furukawa**

### Promoting Sports and Culture

**Example: Participating in and supporting sports events, Holding, participating in, and supporting (donations included) festivals**

- Furukawa Electric Co., Ltd.  
(Chiba Works, Mie Works, Nikko Works, Copper Foil Division)
- Access Cable Company
- Furukawa Electric Power Systems Co., Ltd.
- KANZACC Corp.
- Furukawa Automotive Systems Inc.
- Furukawa Precision Engineering Co., Ltd.
- The Furukawa Battery Co., Ltd.
- Miharu Communications Inc.
- Furukawa Magnet Wire Co., Ltd.
- Furukawa Nikko Power Generation Inc.



Local residents holding a trout-fishing festival in the company's regulating reservoir

**Furukawa Nikko Power Generation**

## Living in Harmony with the Natural Environment

### Example: Participating in the environment beautification campaign

- Furukawa Electric Co., Ltd.  
(Chiba Works, Hiratsuka Works, Mie Works, Nikko Works, Copper Foil Division, Copper Tube Division, Yokohama Works)
- Access Cable Company
- NTEC Ltd.
- Okumura Metals Co., Ltd.
- TOTOKU Electric Co, Ltd.
- Furukawa Automotive Systems Inc.
- Furukawa Sangyo Kaisha, Ltd.
- Furukawa C&B Co., Ltd.
- Furukawa Precision Engineering Co., Ltd.
- Furukawa Logistics Corp.
- Furukawa Techno Material Co., Ltd.
- Riken Electric Wire Co., Ltd.
- Furukawa Electric Ecotec Co., Ltd.
- Furukawa Magnet Wire Co., Ltd.
- Furukawa Nikko Power Generation Inc.



Cutting grass near a children's playground jointly with Hosoo Residents' Association



Shonan shoreline cleanup campaign, sponsored by the Young Women's Division of the Labor Union  
**Furukawa Electric, Hiratsuka Logistics, Chiba**



Campaign against illegal dumping  
**Furukawa Electric, Mie Furukawa Electric, Hiratsuka Logistics, Chiba**



## Awards from Outside Sources

### 2014

Period	Subject / Implementing organization	Winning organization
Mar.	<b>Social Contribution</b> Maejima Hisoka Award <b>Implement organization:</b> The Tsushin Bunka Association	Hiroshi Ishihara Adviser, Furukawa Electric

### 2013

Period	Subject / Implementing organization	Winning organization
Nov.	<b>Quality and Costs, etc.</b> Won the Industrial Science and Technology Policy and Environment Director Award of Ministry of Economy, Trade and Industry: "Management Contributor of a Proper Measurement Control Business Place" <b>Implement organization:</b> Ministry of Economy, Trade and Industry	Yukio Matsui, Furukawa Electric Advanced Engineering
Sep.	<b>R &amp; D</b> Was awarded the title of Fellow of the Institute of Electronics, Information and Communication Engineers (IEICE): The technology development of the high-power and broadband erbium doped optical fiber amplifier <b>Implement organization:</b> Institute of Electronics, Information and Communication Engineers	Haruki Ogoshi Director of FTEL Photonics Laboratories, Furukawa Electric
Jul.	<b>R &amp; D</b> Best Paper Awards of OECC/PS <b>Implement organization:</b> Conference on Lasers and Electro-Optics Pacific Rim and OptoElectronics and Communications Conference	Masanori Takahashi and three others FTEL Photonics Laboratories, Furukawa Electric  Hiroshi Kawashima FTEL Products Div., Furukawa Electric

## Relations with Public Policy

As a company that supports infrastructure environments such as telecommunications and energy, we will play our role in policy formation and carry out problem-solving measures while maintaining a transparent and fair relationship with government.