

# 【History of Environmental and Social Activities】

## Environmental Activities

## Social Activities



Aisin Seiki Environmental Charter

- Established Health, Safety and Environmental Destruction Department
- Established Energy Planning Office
- Renamed from Safety and Environment Department into Safety, Health and Environment Department to strengthen environmental conservation in the community.

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'89

- Established Global Environment Committee
- Stopped using trichloroethylene.

'92

- Planned the First Environmental Action Plan
- Stopped using specified CFCs in the production processes

'93

- Established ISO Promotion Office
- Reorganization to Environment Committee (Improvement of systems)
- Renamed from Energy Planning Office into Global Environment Office

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'96

- Constitution of Aisin Seiki Environmental Charter
- Planned the Second Environmental Action Plan
- Started cleaning trichloroethylene up from the soil and underground water

- Established the Corporate Behavior Ethics Committee
- Revised human resource systems (Functional qualification system, wage system)

- Started a volunteer promoting class, "Hajime-no Ippo"



Konoyubi Tomare

- Prepared for ISO14001 system (Environmental management system planning)

'97

- Started "Konoyubi Tomare" as an exchanging field between employees and volunteers in the local communities.

- Established Environmental Department by putting Global Environment Office and Environmental sections in Safety, Health and Environment Department together in order to improve our environmental work

'98

- Constitution of Aisin Corporate Behavior Charter and Behavior Ethics Guidelines
- Established All AISIN NPO Activity Support Fund operated based on contributions by audience of charity concerts and some employees.
- Established the Behavior Ethics Group in the Legal Department. Established the person responsible for counseling

- Obtained ISO14001 certificate: First Anjo Plant, and other two plants also obtained it.

'99

- Introduced the care leave system

- Obtained ISO14001 certificate: all the other plants obtained it.

- Issued the first environmental report.

'00

- Reorganized the Human Resource, Safety and Health Department by putting Human Resource Department and Safety and Health Department together in order to centralize the function related to people.
- Got the "Excellent Award of Employment of People with Disabilities" as an award for social contributions from Asahi Shimbun Cultural Foundation.
- Established the homecare NPO called Nishi Mikawa Home Care Center in cooperation with the employer, employees, and local communities.

- Planned the Third Environmental Action Plan

- Constitution of Aisin Seiki's Environmental Policy

- Started the integrated environmental management system
- Started AISIN consolidated environmental management system
- Renewed the ISO14001 register by the integrated environmental management system

'01

- Introduced the Reemployment System of the Elderly
- Established Koyama Nursery Room in cooperation with Kariya City, which is the first establishment in the prefecture
- Started Nature Hiking Tour, an education system for elementary school students

- Reorganized environmental management departments and sections in the company

'02

- Revised the retirement benefit plan and pension plan.
- Received an award for achieving the longest no-disaster record in the industry (25 million hours) from the Ministry of Health, Labor and Welfare.

- Aisin Eco-Center started its operation

'03

- Revised the Aisin Corporate Behavior Charter
- Established the Aisin Group Behavior Charters by 12 Aisin group companies
- Introduced the volunteer leave system and senior overseas volunteer leave system
- Transfer Aisin Employees' Pension Fund into Aisin Corporate Pension Fund
- Got an award of Minister of Health, Labor and Welfare in honor of companies promoting equality of the sexes
- Introduced the Supporting System of Juggling Work and Child Rearing
- Held the Mt. Fuji Tree Planting Tour as part of education and promotion on environmental conservation

- Renewed the ISO14001 register by the integrated environmental management system

- Introduced large-scale cogeneration system

- Waste incinerator started its operation

